

Complete Agenda

CABINET

GWYNEDD COUNCIL

DATE	Tuesday, 18th February, 2020
TIME	1.00 pm
LOCATION	Siambr Hywel Dda, Council Offices, Caernarfon, Gwynedd, LL55 1SH
CONTACT POINT	Annes Siôn 01286 679490 cabinet@gwynedd.llyw.cymru

GWYNEDD COUNCIL CABINET MEMBERS

Members	
Dyfrig L. Siencyn	Leader
Dafydd Meurig	Deputy Leader, Cabinet Member for Adults, Health and Wellbeing
Craig ab Iago	Cabinet Member for Housing
Gareth Wyn Griffith	Cabinet Member for Environment
Nia Wyn Jeffreys	Cabinet Member for Corporate Support
Dilwyn Morgan	Cabinet Member for Children and Young People
Gareth Thomas	Cabinet Member for Economic Development and Community
Ioan Thomas	Cabinet Member for Finance
Catrin Elen Wager	Cabinet Member for Highways and Municipal
Cemlyn Rees Williams	Cabinet Member for Education

AGENDA

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9	DEMENTIA GO	Cyng / Cllr Dafydd Meurig	Aled Davies	308 - 311
10	<p>EXCLUSION OF PRESS AND PUBLIC</p> <p>The Chairman shall propose that the press and public be excluded from the meeting during the discussion on the following item due to the likely disclosure of exempt information as defined in paragraph Paragraph 14 and 16 of Schedule 12A of the Local Government act 1972</p> <p>14.10.2 Exempt Information – Discretion to Exclude Public</p> <p>(a) The public may be excluded from meetings whenever it is likely in view of the nature of the business to be transacted, or the nature of the proceedings, that exempt information would be disclosed.</p> <p>There is an acknowledged public interest in</p>			

	<p>openness in relation to the use of public resources and related financial issues. It is also acknowledged that there are occasions, in order to protect the financial interests that matters related to commercial information need to be discussed without being publicised. The report deals specifically with the financial affairs of other bodies and related discussions. Publication of such commercially sensitive information could adversely affect the interests of the bodies and the Council. This would be contrary to the wider public interest of securing the best overall outcome. For those reasons the Monitoring Officer is satisfied that the matter should be exempt in the public interest.</p>			
11	POLISH HOUSING SOCIETY	Cyng/Cllr Dafydd Meurig	Arwel Wyn Owen	

THE CABINET, TUESDAY, 28 JANUARY 2020

Present:

Councillors: Dyfrig L. Siencyn, Dafydd Meurig, Craig ab Iago, Gareth Wyn Griffith, Nia Wyn Jeffreys, Dilwyn Morgan, Gareth Thomas, Ioan Thomas and Catrin Wager.

Also present-

Dilwyn Williams (Chief Executive), Iwan Evans (Head of Legal Services), Dafydd Edwards (Head of Finance Department), Morwena Edwards (Corporate Director) and Annes Sion (Democratic Team Leader).

Item 8: Marian Parry Hughes (Head of Children and Supporting Families Department)

Item 9: Garem Jackson (Head of Education Department)

Item 10: Dafydd Gibbard (Head of Housing and Property Department)

Item 11: Ffion Madog Evans (Senior Finance Manager)

1. APOLOGIES

Cabinet Members and Officers were welcomed to the meeting.
Apologies were received from Cllr Cemlyn Williams.

2. DECLARATION OF PERSONAL INTEREST

There were no declarations of personal interest.

3. URGENT ITEMS

There were no urgent items.

4. MATTERS ARISING FROM OVERVIEW AND SCRUTINY

There were no matters arising from overview and scrutiny.

5. LEADER AND DEPUTY LEADER'S PERFORMANCE REPORT ON THE PROGRAMME BOARDS

Presented by Cllr Dyfrig Siencyn and Cllr Dafydd Meurig.

DECISION

To accept and note the information in the report.

DISCUSSION

The report was presented and it was noted that the Cabinet had determined to establish two cross-departmental boards to look at two specific fields - Regeneration and Supporting People.

It was expressed that in terms of the Regeneration field, they had gathered information about the county and had divided the county into 13 areas. It was added that consideration needed to be given into what work was to be done in each community in order to aim towards the 'perfect community'. It was reiterated that engagement was required with residents in order to be aware of their priorities and that the engagement work would commence soon.

It was noted that in terms of the Supporting People field, it had been interesting to see the work stream mapping. It was added that at times, there were insufficient links between the streams but that much of the work drew people together more efficiently in order to look at the support we provided through the citizen's perspective.

Observations arising from the discussion:

- The importance of focusing on the residents in the programme boards was emphasised, and a question was raised with regards to the Supporting People Board as to whether other agencies or authorities would be part of the discussion. It was expressed that the Council attended North Wales Boards in various fields, but that this board focused on the work of the Council initially before extending it further, although this would be necessary in due course.
- It was noted that these boards would get to the core of Ffordd Gwynedd, noting that it would transform the way of working and how departments looked at services and work streams.
- It was noted that a recommendation would be submitted to the Cabinet to change the current Climate Sub-group into a new board that would focus on Climate Emergency on a cross-departmental level. It was expressed that there would be a further discussion on the matter at that time.

6. PERFORMANCE REPORT OF THE CABINET MEMBER FOR CORPORATE SUPPORT AND LEGAL

The item was submitted by Cllr Nia Jeffreys.

DECISION

To accept and note the information in the report.

DISCUSSION

The report was presented, and it was noted that it would focus on some headings in the report. It was noted that the Cabinet received the Draft Equality Plan in November, and that the consultation work on the document was ongoing. Attention was drawn to the fact that there was an increase in the number of events where information about individuals had been stolen or lost. It was emphasised that work was afoot to look at the implementation policies in order to

respond to the cases.

It was noted that a review had been undertaken of Blue Badge application arrangements. It was added that the Council had been assisting the Government in order to improve the service. The staff of the legal department were thanked for their hard work over the election period.

Observations arising from the discussion:

- A question was asked with regards to why the Council had been assisting Welsh Government to ensure that the service was available bilingually. It was expressed that the Blue Badge forms had been available bilingually but that the Council had been assisting them to ensure that they used Clear Welsh so that the residents understood them.
- The Procurement field was discussed, noting the purpose of the unit, namely to obtain the best prices for the Council as well as keeping the benefits local. It was expressed that if a contract was not awarded to local businesses, then we would have failed on the second purpose, and that reviews therefore needed to be carried out to ask why.

7. PERFORMANCE REPORT OF THE CABINET MEMBER FOR HIGHWAYS AND MUNICIPAL AND GWYNEDD CONSULTANCY

The report was submitted by Cllr Catrin Wager.

DECISION

To accept and note the information in the report.

DISCUSSION

The report was presented and it was noted that the target of waste collected and reused, recycled or composted by the Council had been reached, and that the target would increase from 64% to 70% by 2025. It was emphasised that the percentage of waste being sent to landfill had also reduced to 18%, and it was expressed that this figure would reduce once again as it would be sent to the Parc Adfer once it would open. It was explained that the waste would be incinerated to create energy in this park and, consequently, it would not be sent to landfill at all.

Attention was drawn to the waste collection field, noting an apology that problems had arisen following a change in Arfon waste collection arrangements. It was added that the Christmas period, severe weather and vehicle breakdown problems had led to many collections being missed. It was emphasised that this period was a transitional period, and that they were hoping that it would improve.

It was expressed that in terms of Climate Change, changing street lighting to LED technology was continuing and 1,700 lamps had been changed in 2019/20. It was emphasised that this reduced carbon emissions down from 3,435 in 2014/15 to 685 by this year. It was noted that the scheme to modernise CCTV had ended, and staff were thanked for their hard work. It was added that it had also come in

under budget.

Attention was drawn to the Consultancy field, noting that there was a financial deficit in terms of income this year, and that this was due to uncertainty in the field as a result of Brexit. Nevertheless, it was emphasised that the Water and Environment Department had managed to obtain grants for flood areas.

Observations arising from the discussion:

- Attention was drawn to the failures in the Waste collection field, emphasising that the numbers were so low in the millions of successful collections. It was emphasised that the number missed was approximately 0.01% of all collections.
- It was expressed that increasing the waste being recycled to 70% was a realistic target, however perhaps there was a need to emphasise to companies that the use of plastic needed to be reduced, and encourage people to reuse rather than buy new.

8. PERFORMANCE REPORT OF THE CABINET MEMBER FOR CHILDREN AND SUPPORTING FAMILIES

Presented by Cllr Dilwyn Morgan.

DECISION

To accept and note the information in the report, and request that the Chief Executive considers the situation with regard to posts funded through annual grants along with the difficulties this situation creates for services and the staff members themselves.

DISCUSSION

The report was presented which reported on the work of the Council, and that the Cabinet Member was satisfied with the progress of projects on the whole. It was added that it was a challenge for the department to realise the savings schemes.

Attention was drawn to the Supporting People Strategy, expressing that the work of identifying the need and mapping what support was available had been completed. It was reiterated that the department had achieved their short-term work programme by setting up the Gwynedd Family Hub which provided information about the available support. The department's priority for the rest of the year was highlighted, namely to agree on a clear vision with the key partners in order to ensure joint planning in the services for families.

In terms of the Department's performance, it was expressed that the safeguarding arrangements were robust. It was noted that extending the screening work of the Welcomm tool in the Early Years field was being carried out, which would attempt to improve the developments of a child's language. The success of the Bridging the Generations scheme was highlighted, where sessions had been held between the residents of the Bryn Seiont care home and the children of the Plas Pawb nursery. It was emphasised that there was concern

about schemes funded through grants. It was added that funding was often received for a short period of time, and that it was becoming increasingly difficult to retain experienced staff, noting whether it would be possible to obtain long-term or permanent agreements. It was asked for a piece of work to be created in order to consider the situation.

Observations arising from the discussion:

- It was expressed that the number of jobs funded from annual grants made it difficult to retain staff and created uneasiness for them every year. A message needed to be sent to Welsh Government noting our concerns about the jobs being funded through annual grants. The Chief Executive was asked to consider the situation and the difficulties it created for services and the staff members themselves in order to be able to present firmer evidence to the Government.
- An update was requested on the work of the Youth Service in terms of working with other youth organisations. It was expressed that work was being carried out with the organisations, and that the youth provision now reached more places than ever before.
- The department's financial situation was discussed, expressing that there was financial pressure across the country. It was added that the number of out-of-county placements were higher in comparison to previous years, and that the cost was high. It was expressed that discussions were being held in order to see whether it would be possible to bring the provision closer to home across the North Wales region. In addition to this, it was expressed that work was being undertaken with Anglesey County Council in order to develop services to work with families through this and reduce the need for out-of-county placements.

9. PERFORMANCE REPORT OF THE CABINET MEMBER FOR EDUCATION

Presented by Cllr Gareth Griffith.

DECISION

To accept and note the information in the report, and approve the alternative savings schemes contained within part 5 of the report, namely to use the underspend from the 'Pupils with Additional Learning Needs who attend Out-of-County Schools' budget.

DISCUSSION

The report was presented, noting the decision of the Cabinet Member for the Environment in the absence of the Cabinet member for Education. It was added that the Cabinet Member for the Environment had been sitting in the performance challenge meetings with the Cabinet Member for Education and had had an interesting morning looking at the department's work.

Attention was drawn to the TRAC project, noting that the plan had been implemented since approximately three years and that the grant would be coming to an end. It was expressed that a further report was required in order to look at

the matter in more detail. If effective, the Council would have to consider to continue or not - with or without a grant - however evidence would be required to support this.

Observations arising from the discussion:

- Concerns were raised about the fact that the Welsh Language Charter continued to create a work load for Headteachers. It was expressed that the level of paperwork had now increased following the national adoption of the scheme by Welsh Government. Hope was expressed that there would be an opportunity to revisit this in light of the Language Charter coming into force in September 2020.
- Concern was expressed for the TRAC scheme that would be ending in two years. It was elaborated that the children who were part of this scheme were young vulnerable people, as well as the need to highlight this.
- It was noted that the numbers who received school meals tended to be lower, and a question was asked whether there were implications to this. It was reiterated that evidence showed that increasing the cost in the past had partly been the reason for the reduction. It was added that the department was eager to look in more detail at flexibility in the field. It was emphasised that there was also a reduction in primary demography, which was clearly a reduction in numbers.

10. PERFORMANCE REPORT OF THE CABINET MEMBER FOR HOUSING AND PROPERTY

Presented by Cllr Craig ab Iago.

DECISION

To accept and note the information in the report.

DISCUSSION

The report was presented, noting that the department was hoping that a Housing Strategy could be submitted to the Scrutiny Committee in the coming weeks, and to the Cabinet before Easter. It was noted that the number of people who presented themselves as homelessness was still on the rise. It was emphasised that the service was dependent on grants and, consequently, it was difficult to plan. It was added that funding was required to ensure a long-term solution that would get to the core of the problems.

It was noted that a new project in conjunction with the third sector agency Cais and Grŵp Cynefin had been successful in the Cymorth Cymru Awards, in the homelessness prevention category. It was emphasised that this project was to offer support to prison leavers with profound needs who had been sleeping rough. It was noted that receiving this award highlighted the work that could be achieved. It was emphasised that Ffordd Gwynedd work needed to be done in the Housing Supply and Enforcement Service, that is responsible for providing grants to adapt houses for people with disabilities. It was hoped that by holding a Ffordd Gwynedd review, the work flow could be investigated in order to identify

barriers.

Observations arising from the discussion:

- The importance of creating Ffordd Gwynedd reviews on the services within this field was expressed, noting that it was crucial to consider the aspirations and needs of the individuals. It was emphasised that with an increase in homelessness, and specifically hidden homelessness, there was a need to ensure that the packages available were specific to the individual.
- It was emphasised that the field of housing was a difficult field as 10% of the area's housing stock were holiday homes. It was expressed that a housing supply was required in order to live in them. It was added that the Welsh Local Government Association had drawn attention to this, and it was hoped that it would be discussed at the next meeting of the North Wales Cabinet.

11. SAVINGS OVERVIEW: PROGRESS REPORT ON REALISING SAVINGS SCHEMES

The report was submitted by Cllr Ioan Thomas.

DECISION

To accept the information in the report and to note the encouraging progress towards realising the savings schemes for 2019/20 and previous years.

DISCUSSION

The report was presented, noting that £32m worth of savings had been approved to be realised in the period from 2015/16 to 2019/20. It was added that the appendix noted each department's attainment against the savings target that had been set, which was a total of nearly £27m.

It was emphasised that there were substantial risks to realising 2019/20 savings by the Children and Supporting Families Department, namely a Start to Finish Review. It was noted that a Children Budget Taskforce had been commissioned in order to address financial matters within the Department, which included this field. Attention was drawn to the risks of realising savings in the Housing Department as well as in the existing Structures and Placements Revision scheme, noting that the department was looking to discover alternative schemes.

It was noted that appendix two summarised the situation in terms of realising the savings schemes for 2019/20. It was emphasised that 48% had been realised and 23% were on track. It was highlighted that 22 schemes were slipping or had risks to be realised. It was expressed that it was a challenging period, but that the schemes were satisfactory overall.

The meeting commenced at 1.00pm and concluded at 2.30pm.

CHAIR

Agenda Item 6

MEETING	Gwynedd Council Cabinet
DATE	18 February 2020
CABINET MEMBER	Councillor Cemlyn Rees Williams
OFFICER	Gwern ap Rhisiart
TITLE OF ITEM	Ysgol Llanaelhaearn

1. THE DECISION SOUGHT

The Cabinet is asked to consider the comments received during the statutory consultation period and the response to those comments, and determine whether to:

- i. Approve the proposal to close Ysgol Llanaelhaearn on 31 August 2020, and provide a place for pupils at Ysgol Bro Plenydd, Y Ffôr from 1 September 2020.
- ii. Approve the publication of statutory notices on the proposal in (i) above in accordance with the requirements of Section 48 of the School Standards and Organisation (Wales) Act 2013.
- iii. Approve the transport arrangements for the transition period only, when free transport will be available for those pupils enrolled at Ysgol Llanaelhaearn currently, to Ysgol Bro Plenydd, Y Ffôr or Ysgol Chwilog specifically, if they live over two miles from the chosen school, or that they receive free transport because of the nature of the roads in accordance with Gwynedd Council's current transport policy.

2. THE REASON FOR THE NEED FOR A DECISION

- 2.1. The purpose of this report is to report to the Cabinet following a statutory consultation period on the proposal to close Ysgol Llanaelhaearn on 31 August 2020, and provide a place for the pupils at Ysgol Bro Plenydd, Y Ffôr from 1 September 2020.

3. INTRODUCTION

- 3.1. A report was submitted to the Cabinet meeting on 4 June 2019, where it was resolved to, '*grant permission to the Education Department to hold formal meetings with the governing body and other relevant stakeholders to discuss a range of potential options for the school's future*'.
- 3.2. Three meetings were held between June and October 2019. During the initial meeting, the Governing Body and other relevant stakeholders contributed possible options to resolve the key challenges facing the school. Following a detailed assessment of the options, a second local meeting was held, in which the strengths, weaknesses, opportunities and threats relating to these options were outlined, with input provided by the Governing Body and stakeholders. This information was used to weigh up whether the options would be able to address the challenges facing the school. A third local meeting was held to present these options.
- 3.3. During the meetings, a number of options were considered for primary education in the Ysgol Llanaelhaearn catchment area in order to ensure a sustainable provision for the future, and to respond specifically to the key challenges facing the school.
- 3.4. A report was submitted to a Cabinet meeting on 5 November 2019 where the decision was approved to '*begin a period of statutory consultation, in accordance with Section 48 of the School Standards and Organisation*

(Wales) Act 2013, on the proposed proposal to close Ysgol Llanaelhaearn on 31 August 2020 and to provide places for pupils at Ysgol Bro Plenydd, Y Ffôr, on 1 September 2020.'

4. BACKGROUND

4.1. The Key Challenges facing the school

4.1.1. Recently there has been a substantial drop in numbers which has led to a critical situation with eight pupils on the register in the September 2019 census, and projections indicating that there will be a further drop over the next five years. These eight pupils are taught in two classrooms which are small in terms of numbers.

4.1.2. As a result of the current low numbers, the school is in a vulnerable position and under increasing budgetary pressures, specifically:

- i. School numbers are of concern. In September 2019, eight pupils were registered at the school.
- ii. The classroom sizes are small - with one class of three pupils and one class of five.
- iii. Projections indicate seven pupils in 2020, five pupils in 2021, and five pupils in 2022.
- iv. 2019 data shows that 36 children live in the Llanaelhaearn catchment area, 28 of whom attend other schools.
- v. Ysgol Llanaelhaearn receives an additional sum to the usual allocation via the minimum staffing protection policy. During the 2019/20 financial year this additional sum amounted to £43,774. This will only enable the employment of a Headteacher and assistant in the future. Currently, the School shares a Headteacher with two other schools, and employs a full-time teacher and assistant.
- vi. The per pupil cost for Ysgol Llanaelhaearn during the 2019/20 financial year is £12,671 (based on September 2018 numbers of 11 pupils, the basis of their financial allocation), compared with the county-wide average per pupil cost of £3,884 for the same period.
- vii. Number of surplus places - 83% surplus places (39 Reception to Year 6, and six surplus places in Nursery).

4.2. The Strategic Context

4.2.1. At its meeting on 18 December 2018, the Cabinet approved the principles of a '*Fit for Purpose Education System*' as the foundation for delivering the Education Department's vision and developing a system to ensure high quality education for the children and young people of Gwynedd for the twenty first century. This would be achieved specifically through rationalising the range of ages in classes and providing headteachers with the opportunity to focus on leadership issues at primary schools.

4.2.2. The Council has implemented the '*Excellent Primary Education for the Children of Gwynedd Strategy*' since its adoption in April 2009. The strategy notes factors which support the process of reviewing catchment areas or specific situations. The details relating to these factors appear later in the report (Section 4.3.2).

4.3 Choosing the preferred option

4.3.1. During the local meetings, many possible options were proposed and discussed, specifically:

- i. Do nothing (maintain the 'Status quo')
- ii. Change the staffing structure
- iii. Establish an Early Years Observation unit at the school
- iv. Formally federate with another school or other schools
- v. The Authority to guarantee that the school remains open for five years to give it the opportunity to increase numbers.
- vi. Establish a childcare club at the School site
- vii. A community café at the school

- viii. Close the school, with the pupils educated at an alternative school.

Appendix A contains an appraisal of these options. The appraisal was reviewed after the consultation period.

- 4.3.2. In accordance with the '*Excellent Primary Education for the Children of Gwynedd*' strategy, many factors were considered in appraising the options to address the situation, specifically:
 - i. Classroom sizes
 - ii. Pupil numbers
 - iii. Leadership and Staffing
 - iv. The Community
 - v. Financial Resources
 - vi. The Welsh Language
 - vii. Geographical Factors
- 4.3.3. During the Options Appraisal, the Governing Body and other relevant stakeholders provided input and comments. Following the appraisal, two options emerged as the ones to be considered for the school's situation, namely:
 - i. Formally federate with a nearby school or schools
 - ii. Close Ysgol Llanaelhaearn, with pupils being educated at an alternative school.
- 4.3.4. A report submitted to the Cabinet on 5 November elaborated upon the challenges facing the school and the need to take further steps to address this position. Whilst the option of maintaining the current situation had been considered, the Authority was not of the opinion that it would address the issues needing attention.
- 4.3.5. Several other options made better use of the building, such as establishing an Early Years Observation Unit, Opening a Café or a Child Care Club. Nevertheless, these options were not considered to be ones that would resolve the key challenges facing the school.
- 4.3.6. Impact Assessments were undertaken for the options in accordance with the School Organisation Code 011/2018 guidelines, which gave particular attention to relevant considerations for the 'Presumption against the closure of rural schools' (amended versions following the consultation period have been included in Appendix D).

4.4. REASONABLE OPTIONS TO CONSIDER FOR THE SCHOOL

Formally federalise with a nearby school or schools.

- 4.4.1. It has been demonstrated that federating can offer advantages to rural schools in some situations, specifically strengthening leadership and opportunities for collaboration.
- 4.4.2. Under a formal federal model, Ysgol Llanaelhaearn would collaborate with another school or other schools in the locality under one headteacher (or more) and one governing body. The governing bodies of the individual schools would be dissolved and one new governing body would be established for the federation. The identity of the schools would be retained. The federated model allows for the possibility of sharing staff, resources, IT, buildings and expertise.
- 4.4.3. However, this option did not address the key challenges facing the school. Numbers at the school would remain low, and classroom sizes would also remain small (details have been included in Appendix A).
- 4.4.4. The possibility of federating with a range of nearby schools, specifically Yr Eifl, Bro Plenydd, Llangybi, Pentreuchaf and Chwilog was considered. Since numbers at Ysgol Llanaelhaearn had reached a critical point with eight pupils on the register, the assessment of federisation demonstrated that there would be no clear

advantages to other schools from federating with Ysgol Llanaelhaearn. It was therefore considered that this would not resolve the school's situation.

Close Ysgol Llanaelhaearn, with the pupils to be educated at an alternative school.

4.4.5. This option means closing Ysgol Llanaelhaearn and moving the pupils to be educated at Ysgol Bro Plenydd, Y Ffôr which would be named as the 'alternative school' for specific reasons, including:

- The closest school, geographically, to the school and centre of Llanaelhaearn village is Ysgol yr Eifl, Trefor, which is full. This school would not be able to accept eight additional pupils.
- Ysgol Bro Plenydd, Y Ffôr, is the next closest school geographically.
- The road to Ysgol Bro Plenydd from Llanaelhaearn village is convenient and has public transport links. The journey to other nearby primary schools would not be as easy from the village of Llanaelhaearn. Ysgol Bro Plenydd, Y Ffôr, is 3.6 miles from Ysgol Llanaelhaearn and is more than two miles from all the houses in the Llanaelhaearn catchment.
- Ysgol Bro Plenydd, Y Ffôr could accept additional pupils. It currently has 30 surplus places, including nursery (*September 2019 census*).

4.4.6. On this basis, it is proposed that the Ysgol Bro Plenydd catchment area be extended to include the catchment of Ysgol Llanaelhaearn in the future.

4.5. The Proposal

4.5.1. This proposal will result in Ysgol Llanaelhaearn closing with the current pupils transferring to Ysgol Bro Plenydd, Y Ffôr.

4.5.2. The aim is that the proposal would lead to more consistent opportunities for children in the catchment area, by aiming to achieve the strategic aspirations of Gwynedd Council to *'provide education of the best possible quality that will provide the County's children with the experiences, skills and confidence to develop into bilingual, successful and well-rounded citizens'*, this would include:

- Classroom Sizes - pupils to be educated in more appropriately-sized classes than the current situation. Implementing the proposal would lead to better consistency in class sizes and reduce the age range within primary school classes in the area.
- Population and Pupil Numbers - pupils to be educated at a school where the numbers and projections are more robust and sustainable for the future, and a reduction in the rate of surplus places in the area's schools.
- Leadership - robust leadership and management in a school with numbers which will enable the Headteacher to have an equal opportunity to lead and manage the school professionally.
- The Community - pupils to be educated at a school that is a focal point for community activities which will enrich experiences and opportunities for pupils, as is the current situation.
- Financial Resources - Rationalising the per pupil cost in schools which would reduce the range in the per pupil cost for all Gwynedd children. It is estimated that realising the proposal would lead to a per pupil cost of £3,975 at Ysgol Bro Plenydd compared to the current £12,671 per pupil cost at Ysgol Llanaelhaearn. The county-wide average for the same period is £3,884 per pupil.
- Financial Resources - It is estimated that realising the proposal would lead to revenue savings of £100,518 per annum. It is estimated that additional transport costs would be £11,400 for the current pupils of Ysgol Llanaelhaearn, or £25,000 should all children in the catchment area attend Ysgol Bro Plenydd in the future. Consequently, proposed net savings would be between £75,518 and £89,118, subject to the numbers who would receive free transport.

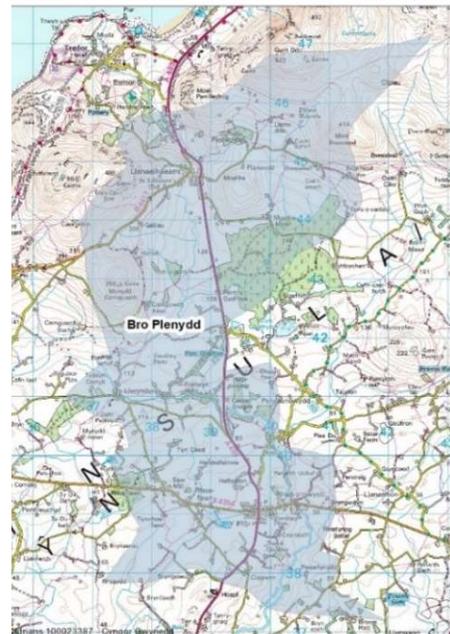
- The Welsh Language - pupils to be educated at a Welsh-medium school, as the current situation, and at a school where social use of the Welsh language is strong.
- Geographical Factors - pupils would continue to receive their education at a school within reasonable distance of their homes and receive transport in accordance with Council policy.

4.5.3. As part of this proposal, a place would be guaranteed for the current pupils of Ysgol Llanaelhaearn at Ysgol Bro Plenydd, Y Ffôr. In accordance with the Authority's Admissions policy, parents have the right to choose and apply for a place in any school for the child, and that school will not necessarily be the catchment area school. Should this Proposal be realised, parents would have the right to make an application to any school they choose. A place for a child in their chosen school is not guaranteed.

4.5.4. In light of this proposal, the Ysgol Bro Plenydd catchment area will be adapted to include the School's current catchment area and also the catchment area of Ysgol Llanaelhaearn. Consequently, pupils living in the Ysgol Llanaelhaearn catchment area will be provided with transport in line with Gwynedd Council Transport Policy.

Map 1: Current situation of the area's catchments

Map 2: Ysgol Bro Plenydd catchment area if changes take place



5. The statutory consultation

5.1. In accordance with the School Standards and Organisation (Wales) Act 2013 and the statutory requirements of the School Organisation Code (011/2018), a period of statutory consultation on the proposal was held with relevant consultees between 16 December 2019 and 1pm on 29 January 2020.

5.2. A statutory consultation document was drawn up in accordance with the guidance of the School Organisation Code (011/2018) and a copy was distributed to all relevant consultees, either in hard copy or via an e-mail which included a link to a particular page on the Council's website.
<https://www.gwynedd.llyw.cymru/modernisingeducation>.

5.3. Hard copies of the consultation document were sent to the two schools that are part of the consultation, and headteachers were requested to distribute them to parents/guardians, pupils, staff members and members of the schools' governing bodies.

5.4. In addition, a background pack was published which included impact assessments of the proposal on the Welsh language, the community and equality along with assessments on the probable impact on travel arrangements, the quality and standards of education and an assessment against the aims of the Well-being of Future Generations (Wales) Act (2015). Hard copies of the background packs and the consultation document were distributed to schools involved with the Proposal, the local library and Siop Gwynedd Pwllheli to make them available for examination by any member of the public. The document was also available for download on the Council's website.

5.5. During the consultation period, Gwynedd Council officers held "drop-in sessions" on 15 January 2020 at Canolfan y Babell, Llanaelhaearn, in order to discuss the proposal with Governors, teaching and ancillary staff and the parents/guardians of Ysgol Llanaelhaearn. Officers from relevant departments were available to explain and respond to enquiries during the sessions. There was also an opportunity for those who attended to receive hard copies of any relevant documentation on the proposal and to submit written observations. 15 people attended the drop-in sessions.

5.6. Also, a consultation document was created for primary school children with accompanying questionnaires. A specialist facilitator was arranged to visit all schools that were part of the consultation and sessions held with the pupils to seek their opinions by consulting with all children at Ysgol Llanaelhaearn and the School Council at Ysgol Bro Plenydd. An analysis of the responses received during the sessions have been included in Appendix C.

5.7. Eight responses to the statutory consultation were received including responses from staff, governors, parents and Estyn as well as pupil responses.

6. Observations received during the statutory consultation

6.1. This section notes the observations received during the statutory consultation period. A copy of a table that includes all observations, along with the Council's response, is available in Appendix B. Copies of the responses can be viewed on www.gwynedd.llyw.cymru/modernisingeducation - personal information on some of the responses has been redacted in order to comply with the requirements of the Data Protection Act 2008 and the General Data Protection Regulation (GDPR). The responses received elaborated on the following issues:

- A wish to transfer current pupils to Ysgol Chwilog
- Observations by Estyn

6.2. A wish to transfer current pupils to Ysgol Chwilog

6.2.1. Since 2017, Ysgol Llanaelhaearn has been sharing its headteacher with Ysgol Garndolbenmaen. In September 2018, the headteacher also agreed to be the headteacher for Ysgol Chwilog. The headteacher spends one day a week leading Ysgol Llanaelhaearn. Since September 2018, the headteacher has implemented a close collaboration arrangement between Ysgol Llanaelhaearn and Ysgol Chwilog, where the pupils of both schools come together for two afternoons every week. Therefore, Llanaelhaearn pupils already know the other teachers and pupils.

6.2.2. Seven responses were received to the consultation during the drop-in session. The responses received at the drop-in session noted a wish for children currently attending the school to transfer to Ysgol Chwilog, rather than the alternative school noted in this proposal, namely Ysgol Bro Plenydd. It is noted in many responses that the reason for this is that children already attend Ysgol Chwilog twice a week as a result of a collaboration

arrangement between the schools, and have got to know the teachers and made friends at the school. Their wish to receive free transport to Ysgol Chwilog was also expressed in some of the responses.

- 6.2.3. As noted in section 4.4.7 of the report, there is a clear rationale for naming Ysgol Bro Plenydd as the alternative school. However, the Authority is of the opinion that Ysgol Llanaelhaearn pupils have gained positive experiences as a result of collaboration arrangements with Ysgol Chwilog, and as the relationship already exists, any opportunity to reduce disruption for current pupils must be considered.
- 6.2.4. The Gwynedd Council Transport Policy notes that it is possible to make an application for free transport if the child attends the closest school or school site, or the school or school site in their catchment area, and that the journey to school or school site is more than two miles from their homes - the journey from home to school or school site is measured as the shortest route along a safe path.
- 6.2.5. As noted in 6.2.3., as transferring to Ysgol Chwilog would be likely to reduce disruption for current Ysgol Llanaelhaearn pupils, the Education Department supports the application for transport to Ysgol Chwilog for pupils who would be on the Ysgol Llanaelhaearn register on 31 August 2020.

6.3. Responses to the consultation with children and young people

- 6.3.1. As noted in paragraph 5.6 above, consultation sessions were held with a representation of primary school pupils who are the subject of this statutory consultation. A children and young people facilitator was arranged to visit the schools to hold sessions with the pupils to seek their opinions. These were the main points raised during the consultation with children and young people:

Ysgol Llanaelhaearn	Ysgol Bro Plenydd
Everyone against the change.	Everyone who responded were in favour of the change.
Should the children get to choose, each one would choose to attend Ysgol Chwilog.	Pupils very keen to welcome Ysgol Llanaelhaearn pupils and looked forward to making new friends.
Every pupil concerned about losing the friendship between friends from Ysgol Chwilog whilst attending Ysgol Bro Plenydd.	Pupils saw the benefits in terms of increasing the school's numbers and were eager to receive the resources of Ysgol Llanaelhaearn (e.g. mini bus, Technology and books etc.) as well as its pupils.
Having to travel by car/bus to school instead of walking concerned all pupils and one said that it was unfair to his/her mother.	Pupils were keen to understand that the pupils of Ysgol Llanaelhaearn shared the same values as they did in relation to good behaviour and respect for others and the school's equipment.

- 6.3.2. In the Children and Young People consultation report, the Facilitator concludes:

“What emerged from the consultation process was that pupils at Ysgol Llanaelhaearn saw Ysgol Chwilog as their preferred school were their school to close and explained that they already knew the children well at that school after visiting them every Tuesday and Thursday afternoon for some years. The comments of pupils at Ysgol Llanaelhaearn tended towards rejecting the choice of school next September rather than opposing the proposed closure of their current school although this clearly concerned and saddened them.

"It was clear that the pupils of Bro Plenydd were very keen to give a warm welcome to the new pupils showing empathy and a mature understanding of the difficult circumstances of Ysgol Llanaelhaearn."

- 6.3.3. As a result of the existing arrangement that enables the current Llanaelhaearn children to visit Ysgol Chwilog quite regularly, the Education Department has no objection to realise the wish of current Ysgol Llanaelhaearn pupils to receive transport to Ysgol Chwilog. This would be a temporary arrangement only and for pupils on the Ysgol Llanaelhaearn register and for their period at the school.

6.4. Estyn

- 6.4.1. The School Organisation Code 011/2018 requires the proposer to send the consultation document to Estyn. As a consultee, Estyn gives its views on the consultation.

- 6.4.2. Estyn stated in response to the description and benefits of the proposal, and in considering that the proposed school closure was designated a rural school:

"As the proposer is proposing to close a rural school, it has identified clearly the reasons for the proposal and the careful considerations behind it. It also identifies other benefits, such as the positive effect in terms of cost-effectiveness to the education authority and reducing the number of surplus places. It identifies the key challenges that the school faces and how it will address them through the proposal to close the school."

"The proposer identifies clearly the expected advantages and disadvantages in comparison with the status quo. It considers other possible options and has given appropriate reasons why these have been disregarded."

- 6.4.3. In their response to the consultation, Estyn noted:

"The proposer notes that Ysgol Bro Plenydd has similar facilities to Ysgol Llanaelhaearn to provide specialist provision that is suitable for pupils with additional learning needs. However, it does not identify clearly enough the effect on SEN pupils and the proposal does not consider accessibility arrangements for disabled pupils."

"On the whole, the proposer has given sufficient consideration to the effect and cost of the proposals on pupils' travel arrangements, but not to the accessibility of transport provision for pupils with special needs."

In response to the observation that there is lack of consideration for disabled pupils, the Authority notes that as is currently the case, Ysgol Bro Plenydd would need to review the Plans of pupils with ALN and then map the needs on the school provision. The Moderation Panel would consider provision for pupils with a Statement or Individual Development Plan (IDP) to ensure suitable provision in the new school. The forum would discuss the IDPs of children who receive the input of the ALN and Inclusion Integrated Team, ensuring continuity of service.

Both sites have been assessed in the same category. Should a person with disabilities make an application for admission or transfer to Ysgol Bro Plenydd in the future, the Authority would deal with the application in the same way as any other school in Gwynedd.

In response to the observation concerning accessibility of transport provision for pupils with special needs, the Authority notes that any additional transport would be discussed by the Moderation Panel on a case by case basis.

- 6.4.4. In considering the equality impact of the proposal, Estyn notes:

"The proposer has conducted an equality impact assessment and asserts reasonably that the proposal should not have a detrimental effect on any particular group. However, the proposer has not given appropriate consideration to the possible disruption for existing pupils."

In response to the above comment, and as noted in 6.2.5, the Education Department supports a request for transport to transfer to Ysgol Chwilog, which would reduce the potential disruption to current pupils at Ysgol Llanaelhaearn.

6.5. A presumption against the closure of rural schools

6.5.1. The Schools Organisation Code 011/2018 has introduced new, special arrangements in relation to rural schools, establishing a procedural presumption against closure. This does not mean that a rural school will never close but that the case for closure must be strong, and that all other viable options have been conscientiously considered. Ysgol Llanaelhaearn is designated a 'rural school' for the purpose of the Code. This means that a more detailed set of procedures and requirements must be followed when formulating a closure proposal.

As reported to the Cabinet on 5 November 2019, additional specific assessments were undertaken, in accordance with the Code's requirements, on the option to close a rural school and the other reasonably identified options, namely in this case to federate with another school.

The Code also imposes special requirements in relation to preparing the report following the statutory consultation period. Further assessments are therefore required on:

- *The likely impact on the quality and standards of education*
- *The likely impact on the community*
- *The likely impact on different transport arrangements.*

The purpose of this further assessment is to consider any further information that was received as a result of the consultation or otherwise. Following the consultation period, a further assessment of the proposal and other reasonable options was undertaken, taking into account any further information received that related to the responses during the consultation (Appendix D). No specific information was received that would affect the conclusions of the assessment of the proposal and reasonable options against the key challenges facing the School (low numbers, small classrooms and the projections of future numbers). Therefore, the Authority is of the opinion that implementing the proposal is the most appropriate response to the reasons noted for the proposal. More details on this are included in the report (Section 9).

6.5.2. During the consultation process, it was highlighted that it was likely that the parents of children currently attending Ysgol Llanaelhaearn would make an application to transfer to Ysgol Chwilog, rather than the alternative school. As noted in 6.2.5., the Authority supports the offer of transitional arrangements for the current pupils of Ysgol Llanaelhaearn to receive transport to Ysgol Chwilog, although Ysgol Bro Plenydd will remain as the "Alternative School".

7. The Well-being of Future Generations Act.

7.1. A Well-being assessment was undertaken on the options which gave consideration to Gwynedd Council's well-being aims, and the assessment was updated after the consultation period came to an end.

7.2. The Education Department has a role in promoting the well-being objectives of the Act amongst pupils in the county through its activities and projects. The Act sets a duty on public bodies in Wales to improve economic, social, environmental and cultural well-being. As part of the duty, the Council has published well-being objectives that outline the way it will improve well-being in the "2018-2023 Gwynedd Plan".

7.3. Following consideration and an assessment in line with the requirements of the Well-being Act, it is concluded that the proposal meets the seven well-being objectives within the Act, together with the Council's well-being objectives. This proposal will allow us to respond to and address the children's needs today, and strengthen

their future well-being. The proposal will ensure that the children of the area are educated on a site that is suitable and in a naturally Welsh-speaking community, thus increasing the opportunities to socialise and collaborate with others, and to give them an equal opportunity to thrive among their peers (a copy of the assessment is included in Appendix D).

8. Equality

- 8.1. Policies and procedures are in place to ensure that the proposal considers and complies with equal rights.
- 8.2. An equality assessment was held on the options, which focuses on different elements of equality such as race, gender, disability, language, religion or belief, and age. An amended version of the assessment is included in Appendix D.
- 8.3. The equality assessment stated the importance of positively promoting equal opportunities in light of the proposal, and that measures should be in place to ensure unlawful discrimination and harassment does not occur. Arrangements are also in place to monitor and review the situation.

9. Conclusion

- 9.1. It is recommended to issue a statutory notice on the proposal to close Ysgol Llanaelhaearn on 31 August 2020, and offer a place for the pupils at Ysgol Bro Plenydd, Y Ffôr from 1 September 2020.
- 9.2. It is concluded that this proposal is the most appropriate response to the main challenges faced by the school and for the reasons noted in Sections 4.4 and 4.5 of this report.
- 9.3. Furthermore, it is recommended to confirm transitional arrangements for the current pupils of Ysgol Llanaelhaearn to receive transport to Ysgol Chwilog, should parents make an application for their children to transfer here from 1 September 2020 (and that they remain on the Ysgol Llanaelhaearn register on 31 August 2020). The reasons for this are:
 - i. The current pupils of Ysgol Llanaelhaearn have been attending Ysgol Chwilog for two afternoons a week for over a year.
 - ii. As a result of the above arrangement, they already know the teachers and pupils of Ysgol Chwilog and transferring to Ysgol Chwilog would reduce disruption for the pupils.
 - iii. During a consultation session with the children of Ysgol Llanaelhaearn, they noted their wish to transfer to Ysgol Chwilog.
 - iv. Ysgol Bro Plenydd is located on the road from the village of Llanaelhaearn to the village of Chwilog. Therefore, it is estimated that the cost of transporting Ysgol Llanaelhaearn pupils to Ysgol Chwilog would not vary from what was noted to transport them to Ysgol Bro Plenydd, which is approximately £11,400 per year for the school's current pupils.
- 9.4. Having considered a range of options that were fully evaluated by comparing the main advantages and disadvantages against specific factors, it is recommended to approve the proposal. The ambition of the '*Excellent Primary Education for the Children of Gwynedd*' strategy, factors in the Organisation Code, and other relevant factors were used.

The factors included:

- Class sizes
- Population and Pupil Numbers
- Leadership
- The probable impact on the Community
- Financial Resources

- The Welsh Language
- Geographical Factors and the probable impact on different transport arrangements
- Quality and Standards of Education
- Equality Impact
- Impact on the Well-being of Future Generations
- The critical situation facing the school.
- Responses to the Statutory Consultation

9.5. The full options appraisal has already been submitted to the Cabinet for consideration on 5 November 2019 and can be viewed in Appendix A.

9.6. The impact assessments in Appendix D and all background documentation on the proposal are available on the Council website: www.gwynedd.llyw.cymru/modernisingeducation

9.7. Following consideration of all the comments received during the statutory consultation period, it is considered that the proposal which was consulted upon remains the best option for the future of education in the Llanaelhaearn catchment area, with transitional arrangements for the school's current pupils who choose to transfer to Ysgol Chwilog, depending on parental choice. Analysis of the comments received is examined in Section 6 and Appendix B, and full responses are available in full in Appendix Ch and on the Council's website: www.gwynedd.llyw.cymru/modernisingeducation

10. Next Steps

10.1. Should the Cabinet decide to proceed with the recommendations - a statutory notice will need to be issued in accordance with the School Standards and Organisation (Wales) Act 2013 and the guidance given in the School Organisation Code (011/2018).

10.2. Statutory notices would be issued on a school day and there will be a 28 day objection period from the date of issuing the notices. Any one may object to the proposal.

10.3. Following the objection period, a report will be submitted to the Cabinet for a final decision. It has to be remembered that in some circumstances the final decision of the Council could be referred to the Welsh Government's Minister for Education in accordance with the School Organisation Code (011/2018).

10.4. Subject to the decisions of the Cabinet, these are the next steps of the process with an outline timetable:

March 2020	Issue Statutory Notice: if the Council decides to proceed with the proposal, a statutory notice will be issued and an objection period will be held. Any objection must be submitted within the 28 day objection period.
May 2020	The Cabinet: Following the objection period, the Cabinet will discuss the objections report and decide whether or not to confirm the proposal.
June 2020	Decision referred to Welsh Ministers: In accordance with section 54 of the 2013 Act, within 28 days of the Cabinet's decision, the following bodies can refer the proposal to Welsh Ministers for a decision: <ul style="list-style-type: none"> i. Another Local Authority affected by the proposals; ii. The appropriate religious body for any school affected; iii. The governing body of a voluntary or established school subject to proposals; iv. A trust holding property on behalf of a voluntary or established school subject to proposals; v. A further education establishment affected by the proposals.

31 August 2020	Implementation of the proposal: Ysgol Llanaelhaearn officially closes, subject to the Cabinet's decisions.
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11. VIEWS OF THE STATUTORY OFFICERS

The Monitoring Officer:

The contents of this report has been the subject of legal advice by the Legal Service. No further comments regarding propriety.

Head of Finance:

There are obvious reasons (including financial ones) that support the proposal to close Ysgol Llanaelhaearn. I can confirm that the financial figures in parts 4.1.2, 4.5.2 and 9.3 of the report – together with those in Appendix A – are either accurate actual costs, or are fair estimates (where appropriate).

Local Member:

I am pleased to see that the Authority recognises that transferring to Ysgol Chwilog would be less disruptive for pupils, and that they recommend supporting parents' wish to provide transport for current pupils of Ysgol Llanaelhaearn to Ysgol Chwilog in addition.

Appendices:

Appendix A: Comparison of the characteristics of the options against the strategy's factors.

Appendix B: Analysis of Consultation responses

Appendix C: Consultation with children and young people

Appendix Ch: Responses

Appendix D: Impact Assessments:

- Assessment of the Probable Impact on the Quality and Standards of Education
- Assessment of the Probable Impact on travel arrangements
- Assessment of the Probable Impact on the Community
- Language Impact Assessment
- Well-being Assessment
- Equality Assessment

Appendix A

Options Appraisal

Key: **Blue** = Advantages **Red** = Disadvantages **Black** = Comments and Facts

Options Appraisal								
Considerations	Save the 'Status Quo'	Changing Staffing Structure	Establish an Early Years Observation Unit	Federalisation	5 year Warranty	Establish on-site childcare provision	Open a café to contribute towards running costs	Close the School and move the children to an alternative school
1. Class Sizes	Ysgol Llanaelhaearn pupils continue to be educated in two classes - 3 pupils in the foundation phase and 5 in KS2 in 2019-20.	Ysgol Llanaelhaearn pupils continue to be educated in two classes - 3 pupils in the foundation phase and 5 in KS2 in 2019-20.	Ysgol Llanaelhaearn pupils continue to be educated in two classes - 3 pupils in the foundation phase and 5 in KS2 in 2019-20.	Ysgol Llanaelhaearn pupils continue to be educated in two classes - 3 pupils in the foundation phase and 5 in KS2 in 2019-20.	Ysgol Llanaelhaearn pupils continue to be educated in two classes - 3 pupils in the foundation phase and 5 in KS2 in 2019-20. Three year forecasts: 2020: 2 Classes – 3 and 4 pupils 2021: 1 class of 5 2022: 1 class of 5	Ysgol Llanaelhaearn pupils continue to be educated in two classes - 3 pupils in the foundation phase and 5 in KS2 in 2019-20.	Ysgol Llanaelhaearn pupils continue to be educated in two classes - 3 pupils in the foundation phase and 5 in KS2 in 2019-20.	Pupils to be educated in more appropriate size classes. Pupils to mix daily and be educated with other children of the same age.
2. Pupil Numbers	Low numbers continues at Ysgol Llanaelhaearn. 39 of surplus places (83%). School projections continue to appear fragile in number. Opportunity to campaign to increase numbers.	Low numbers continue at Ysgol Llanaelhaearn. 39 of surplus places (83%). School projections continue to appear fragile in number. Opportunity to campaign to increase numbers.	Low numbers continues at Ysgol Llanaelhaearn. 39 of surplus places (83%). School projections continue to appear fragile in number. An ABC Unit does not usually attract children to the school.	Low numbers continues at Ysgol Llanaelhaearn. 39 of surplus places (83%). School projections continue to appear fragile in number. Opportunity to campaign to increase numbers.	School projections continue to appear fragile in number. 39 of surplus places (83%) in 2019-20 and is likely to increase according to projections. Opportunity to campaign to increase numbers.	Low numbers continues at Ysgol Llanaelhaearn. 39 of surplus places (83%). School projections continue to appear fragile in number. This option may attract more to the school in the future.	Low numbers continues at Ysgol Llanaelhaearn. 39 of surplus places (83%). School projections continue to appear fragile in number.	The numbers of the school that will provide education for the area more securely and sustainably for the future. Reduced surplus places in the catchment area.
4. Leadership and Staffing	The Headteacher will teach 1 day a week at Ysgol Garndolbenmaen from September 2019, which means he leads three schools over 4 days. Risk that Ysgol Garndolbenmaen could end the collaboration arrangement.	Attracting a candidate to the post of Headteacher at a school with 8 pupils could be challenging. If a Headteacher is not appointed, leaving the school without a Headteacher, it would not be possible to open the school doors. Risk of not appointing a Headteacher and losing staff in the meantime.	Additional responsibilities for Site Manager. The Headteacher will teach 1 day a week at Ysgol Garndolbenmaen' from September 2019, which means he leads three schools over 4 days. Risk that Ysgol Garndolbenmaen could end the collaboration arrangement	Save Headteacher time - federation would mean that the Headteacher can plan across the federation, rather than individual schools. Should a new Headteacher need to be recruited in the future it could make the job more attractive to applicants. A formal federation model would give a definite structure and any new would have to agree to head the 'federation'.	The Headteacher will teach 1 day a week at Ysgol Garndolbenmaen from September 2019, which means he leads three schools in 4 days. Chwilog's forecasts show an increase in numbers over the next three years, and Garndolbenmaen decreasing over the three years, so the Headteacher's learning situation is unlikely to change.	Additional responsibilities for Site Manager. The Headteacher will teach 1 day a week at Ysgol Garndolbenmaen from September 2019, which means he leads three schools over 4 days. Risk that Ysgol Garndolbenmaen could end the collaboration arrangement	Additional responsibilities for Site Manager. The Headteacher will teach 1 day a week at Ysgol Garndolbenmaen from September 2019, which means he leads three schools over 4 days. Risk that Ysgol Garndolbenmaen could end the collaboration arrangement	Alternative school numbers allowing the Headteacher to be able to lead and manage professionally at the school. Staff redundancy

Options Appraisal								
Considerations	Save the 'Status Quo'	Changing Staffing Structure	Establish an Early Years Observation Unit	Federalisation	5 year Warranty	Establish on-site childcare provision	Open a café to contribute towards running costs	Close the School and move the children to an alternative school
5. The Community	<p>Uncertainty remains regarding the sustainability of Ysgol Llanaelhaearn's education provision.</p> <p>Maintain a school presence in the village of Llanaelhaearn.</p> <p>High percentage of children attending schools outside the catchment area</p>	<p>Uncertainty remains regarding the sustainability of Ysgol Llanaelhaearn's education provision.</p> <p>Maintain a school presence in the village of Llanaelhaearn.</p> <p>High percentage of children attending schools outside the catchment area</p>	<p>Uncertainty remains regarding the sustainability of Ysgol Llanaelhaearn's education provision.</p> <p>Maintain a school presence in the village of Llanaelhaearn.</p> <p>High percentage of children attending schools outside the catchment area</p>	<p>Uncertainty remains regarding the sustainability of Ysgol Llanaelhaearn's education provision.</p> <p>Maintain a school presence in the village of Llanaelhaearn.</p> <p>High percentage of children attending schools outside the catchment area</p>	<p>Maintain a school presence in the village of Llanaelhaearn.</p> <p>High percentage of children attending schools outside the catchment area</p>	<p>Uncertainty remains regarding the sustainability of Ysgol Llanaelhaearn's education provision.</p> <p>Maintain a school presence in the village of Llanaelhaearn.</p> <p>High percentage of children attending schools outside the catchment area</p>	<p>Uncertainty remains regarding the sustainability of Ysgol Llanaelhaearn's education provision.</p> <p>Maintain a school presence in the village of Llanaelhaearn.</p> <p>High percentage of children attending schools outside the catchment area</p> <p>Promoting community use of the building.</p> <p>Restrict opening hours to out of school hours due to risk of mixing public and pupils without DBS checks.</p> <p>Risk of how much use of a café would there be.</p>	<p>Llanaelhaearn Village loses school.</p>
6. Financial Resources	<p>Ysgol Llanaelhaearn remains financially unsustainable and therefore receives a sum towards staffing protection. The school has received £43,744 of additional funding in 2019/20.</p> <p>As the minimum staffing protection policy allows staffing of a Headteacher and assistant, it does not cover all school staff costs, and therefore the gap must be filled by adjusting the budget.</p> <p>Ysgol Llanaelhaearn's cost per pupil average remains high (£12,671 per head) which is three times the county average.</p>	<p>Ysgol Llanaelhaearn remains financially unsustainable and therefore receives a sum towards staffing protection. The school has received £43,744 of additional funding in 2019/20.</p> <p>Staffing costs for this model would be reduced, and would be addressed by the minimum staffing protection policy.</p> <p>Ysgol Llanaelhaearn's cost per pupil average remains high (£12,671 per head) which is three times the county average.</p>	<p>Ysgol Llanaelhaearn remains financially unsustainable and therefore receives a sum towards staffing protection. The school has received £43,744 of additional funding in 2019/20.</p> <p>As the minimum staffing protection policy allows staffing of a Headteacher and assistant, it does not cover all school staff costs, and therefore the gap must be filled by adjusting the budget.</p> <p>Ysgol Llanaelhaearn's cost per pupil average remains high (£12,671 per head) which is three times the county average.</p> <p>The option would not generate income.</p>	<p>Ysgol Llanaelhaearn remains financially unsustainable and therefore receives a sum towards staffing protection. The school has received £43,744 of additional funding in 2019/20.</p> <p>As the minimum staffing protection policy allows staffing of a Headteacher and assistant, it does not cover all school staff costs, and therefore the gap must be filled by adjusting the budget</p> <p>Ysgol Llanaelhaearn's cost per pupil average remains high (£12,671 per head) which is three times the county average.</p> <p>Opportunity to make savings by sharing resources and employing staff across the federation in future appointments.</p>	<p>Ysgol Llanaelhaearn remains financially unsustainable and therefore receives a sum towards staffing protection. The school has received £43,744 of additional funding in 2019/20.</p> <p>As the minimum staffing protection policy allows staffing of a Headteacher and assistant, it does not cover all school staff costs, and therefore the gap must be filled by adjusting the budget.</p> <p>3 year budget forecast shows that the school will face a budget deficit.</p>	<p>Possibility of charging a childcare provider a fee to generate income.</p> <p>Ysgol Llanaelhaearn remains financially unsustainable and therefore receives a sum towards staffing protection. The school has received £43,744 of additional funding in 2019/20.</p> <p>Ysgol Llanaelhaearn's cost per pupil average remains high (£12,671 per head) which is three times the county average.</p>	<p>Ysgol Llanaelhaearn remains financially unsustainable and therefore receives a sum towards staffing protection. The school has received £43,744 of additional funding in 2019/20.</p> <p>As the minimum staffing protection policy allows staffing of a Headteacher and assistant, it does not cover all school staff costs, and therefore the gap must be filled by adjusting the budget</p> <p>Ysgol Llanaelhaearn's cost per pupil average remains high (£12,671 per head) which is three times the county average.</p> <p>Potential for income generation.</p> <p>Need to invest in the kitchen to use it again.</p>	<p>Transport costs to the Authority as the alternative school is more than 2 miles from pupils' homes.</p> <p>The school will not remain in the staffing safety net.</p> <p>Reduce the cost per pupil of teaching.</p>
8. The Welsh Language	No change to the language situation.	No change to the language situation.	No change to the language situation.	No change to the language situation.	No change to the language situation.	No change to the language situation.	No change to the language situation.	Welsh-medium education offered as at present.

Options Appraisal								
Considerations	Save the 'Status Quo'	Changing Staffing Structure	Establish an Early Years Observation Unit	Federalisation	5 year Warranty	Establish on-site childcare provision	Open a café to contribute towards running costs	Close the School and move the children to an alternative school
9. Geographical Factors	No change No pupil in the area will need to travel an unreasonable distance to school.	No change No pupil in the area will need to travel an unreasonable distance to school.	No change No pupil in the area will need to travel an unreasonable distance to school.	No change No pupil in the area will need to travel an unreasonable distance to school.	No change No pupil in the area will need to travel an unreasonable distance to school.	No change No pupil in the area will need to travel an unreasonable distance to school.	No change No pupil in the area will need to travel an unreasonable distance to school.	Some pupils will need to travel further than they do at present. No pupil in the area will need to travel an unreasonable distance to school.
10. Other considerations	Quality of education Benefits and resources of the school. Small Classes. Offer occasional experiences for pupils to socialise with other children of the same age by working with Chwilog school. Current school numbers do not allow pupils to socialise and work with peers on a daily basis to take advantage of a wide range of curricular and extra-curricular experiences. Numbers a disadvantage when pupils transfer to secondary school.	Quality of education Benefits and resources of the school. Small Classes. By ending the current arrangement of collaboration, the opportunities and experiences offered to children by visiting Ysgol Chwilog would come to an end. Numbers a disadvantage when pupils transfer to secondary school.	Quality of education Benefits and resources of the school. Small Classes. Offer occasional experiences for pupils to socialise with other children of the same age by working with Chwilog school. Current school numbers do not allow pupils to socialise and work with peers on a daily basis to take advantage of a wide range of curricular and extra-curricular experiences. Numbers a disadvantage when pupils transfer to secondary school. Increased use of building. Sacrifice learning space.	Formalize the current arrangement of collaboration and sharing of Headteacher. Quality of education Benefits and resources of the school. Small Classes. Offer occasional experiences for pupils to socialise with other children of the same age by working with Chwilog school. Current school numbers do not allow pupils to socialise and work with peers on a daily basis to take advantage of a wide range of curricular and extra-curricular experiences. Numbers a disadvantage when pupils transfer to secondary school. Lack of interest from neighbouring schools.	Quality of education Benefits and resources of the school. Small Classes. Offer occasional experiences for pupils to socialise with other children of the same age by working with Chwilog school. Current school numbers do not allow pupils to socialise and work with peers on a daily basis to take advantage of a wide range of curricular and extra-curricular experiences. Numbers a disadvantage when pupils transfer to secondary school.	Quality of education Benefits and resources of the school. Small Classes. Offer occasional experiences for pupils to socialise with other children of the same age by working with Chwilog school. Current school numbers do not allow pupils to socialise and work with peers on a daily basis to take advantage of a wide range of curricular and extra-curricular experiences. Numbers a disadvantage when pupils transfer to secondary school. Registration process with CIW - approximately 6 months. Need to secure regular users to employ 2 staff - approximately 10 children.	Quality of education Benefits and resources of the school. Small Classes. Offer occasional experiences for pupils to socialise with other children of the same age by working with Chwilog school. Current school numbers do not allow pupils to socialise and work with peers on a daily basis to take advantage of a wide range of curricular and extra-curricular experiences. Numbers a disadvantage when pupils transfer to secondary school.	Quality of education Benefits and resources of the school. Regular experiences for pupils to socialise and collaborate with peers.

Key: Blue = Advantages Red = Disadvantages Black = Comments and Facts

This document was revised following the consultation period, which ended on 29 January 2020.

Comments and information presented during the consultation did not lead to an amendment in the content of this document.



Statutory Consultation Responses Ysgol Llanaelhaearn

Statutory Consultation Responses

The proposal to close Ysgol Llanaelhaearn on 31 August 2020, and to provide education for learners at Ysgol Bro Plenydd, Y Ffôr from 1 September 2020.

Responses to the Statutory Consultation to close Ysgol Llanaelhaearn on 31 August 2020, and offer a place for the pupils at Ysgol Bro Plenydd, Y Ffôr from 1 September 2020.

(Statutory Consultation Period 16 December 2019 - 29 January 2020)

8 written responses were received during the statutory consultation period

	Comments	Gwynedd Council Response
1.	A wish for the children to attend Ysgol Chwilog	
1.1	I would like to see the present school children have the option of moving to Ysgol Chwilog, and transport being arranged for those children.	Gwynedd Council notes the comments.
1.2	I fully support the parents' request for the pupils to attend Ysgol Chwilog after the closure of Ysgol Llanaelhaearn and that they receive transport. And children who start school from September 2020 will ONLY get transport to school and not those who previously moved school.	There are valid reasons for naming Ysgol Bro Plenydd as the alternative School, and these are detailed in the consultation document.
1.3	I would like the children to go to Chwilog Primary school instead of Y Ffôr and get transport to get there.	However, it is acknowledged that the children of Ysgol Llanaelhaearn already attend Ysgol Chwilog for specific sessions, and that transferring to a school where they already know the teachers and other pupils is likely to reduce the disruption that transferring to a new school would have on current pupils.
1.4	We want XX to go to Ysgol Chwilog from September 2020 and have transport arranged to take the children every day.	For the above reasons, subject to the availability of places at Ysgol Chwilog, the Education Department has no objection to the current pupils of Ysgol Llanaelhaearn receiving transport to Ysgol Chwilog.
1.5	I would like XX to be placed at Ysgol Chwilog and transport to be provided to and from school.	
1.6	I would like XX to attend Ysgol Chwilog as he already goes there now with Ysgol Llanaelhaearn and has settled in well. Us as parents wouldn't want to separate the children. I would also like transport as I don't drive.	

1.7	I would wish for my children to go to Chwilog as my son XX will be going to Ysgol Glan y Môr in 2021 and as settled and don't want him to change from schools in his last years. My children have made friends and know the teachers and very happy at Chwilog.	
2.	Estyn Summary	
2.1	Estyn is of the opinion that this proposal is likely to at least maintain the current standard of education.	Gwynedd Council notes the comments.
2.2	As the proposer is proposing to close a rural school, it has identified clearly the reasons for the proposal and the careful considerations behind it. It also identifies other benefits, such as the positive effect in terms of cost-effectiveness to the education authority and reducing the number of surplus places.	Gwynedd Council notes the comments.
2.3	It identifies the key challenges that the school faces and how it will address them through the proposal to close the school.	Gwynedd Council notes the comments.
2.4.	The proposer identifies clearly the expected advantages and disadvantages in comparison with the status quo. It considers other possible options and has given appropriate reasons why these have been disregarded.	Gwynedd Council notes the comments.
2.5	The proposal gives appropriate consideration to provision for the Welsh language. It refers to implementing the local authority's Language Policy. It appears that there will be no negative effect on Welsh language provision for these pupils.	Gwynedd Council notes the comments.
2.6	The proposer completed a useful assessment of the community impact of the option. The assessment shows that closing the school would have some negative effect, as the school is involved with its community and uses its community's facilities, such as Canolfan y Babell, on a regular basis. In order to try to mitigate the effect on the community, some potential opportunities are identified to ensure that the community of Llanaelhaearn is aware of the alternative school's activities, and community co-operation will be encouraged between Ysgol Bro Plenydd and the community of Llanaelhaearn, where appropriate.	Gwynedd Council notes the comments.

2.7	The proposer notes that Ysgol Bro Plenydd has similar facilities to Ysgol Llanaelhaearn to provide specialist provision that is suitable for pupils with additional learning needs. However, it does not identify clearly enough the effect on SEN pupils and the proposal does not consider accessibility arrangements for disabled pupils.	<p>In response to the observation that there is lack of consideration for disabled pupils, the Authority notes that as is currently the case, Ysgol Bro Plenydd would need to review the Plans of pupils with ALN and then map the needs on the school provision. The Moderation Panel would consider provision for pupils with a Statement or Individual Development Plan (IDP) to ensure suitable provision in the new school. The forum would discuss the IDPs of children who receive the input of the ALN and Inclusion Integrated Team, ensuring continuity of service.</p> <p>Relevant to accessibility considerations, both sites have been assessed in the same category. Should a person with disabilities make an application for admission or transfer to Ysgol Bro Plenydd in the future, the Authority would deal with the application in the same way as any other school in Gwynedd.</p>
2.8	The proposer has identified the disadvantages of this proposal, including relocating pupils, staff redundancies, dissolving the governing body and an increase in transport costs.	Gwynedd Council notes the comments.
2.9	On the whole, the proposer has given sufficient consideration to the effect and cost of the proposals on pupils' travel arrangements, but not to the accessibility of transport provision for pupils with special needs.	<p>Gwynedd Council notes the comments.</p> <p>In response to the comment, the Authority notes that should a pupil fail to use normal transport, any additional transport would be discussed by the Moderation Panel on a case by case basis.</p>
2.10	The proposer gives purposeful consideration to the effect of the proposals on the quality of outcomes, provision and leadership at the schools. It refers relevantly to the most recent Estyn inspection reports for Ysgol Llanaelhaearn and Ysgol Bro Plenydd, and their categories and support bands. In all of these measures, Ysgol Bro Plenydd is stronger than Ysgol Llanaelhaearn.	Gwynedd Council notes the comments.
2.11	It is likely that the option to close Ysgol Llanaelhaearn will solve the vulnerable situation in terms of the lack of robust leadership arrangements at the school. Implementing this option would also be likely to improve pupils' social and educational experiences by providing opportunities for pupils to be taught in peer groups with much smaller age ranges.	Gwynedd Council notes the comments.

2.12	The proposer also identifies the wider variety of facilities that would be available, in addition to better access to resources and staffing. It refers to the fact that schools with a higher number of pupils are able to provide a more robust structure for planning and delivering the curriculum.	Gwynedd Council notes the comments.
2.13	The proposer has conducted an equality impact assessment and asserts reasonably that the proposal should not have a detrimental effect on any particular group. However, the proposer has not given appropriate consideration to the possible disruption for existing pupils.	<p>A number of responses to the consultation were received (including the consultation with children) noting the wishes of the parents of current pupils for their children to attend Ysgol Chwilog and receiving transport to that effect.</p> <p>As stated in the consultation document, there is a clear rationale for naming Ysgol Bro Plenydd as the alternative school.</p> <p>However, the Authority is of the opinion that the pupils of Ysgol Llanaelhaearn have gained positive experiences as a result of arrangements for working with Ysgol Chwilog, and as the relationship already exists, any opportunity to minimise disruption to existing pupils must be considered. For this reason, the Education Department is supporting an application for transport to Ysgol Chwilog for the pupils who would be on roll at Ysgol Llanaelhaearn on 31 August 2020.</p>

Atodiad C

Appendix C

Cynnig i ad-drefnu Ysgol Llanaelhaearn Ymgynghori gyda Phlant a Phobl Ifanc

Mewn cyfarfod Cabinet Cyngor Gwynedd ar y 5 Tachwedd 2019, penderfynodd y Cabinet i ymgymryd â phroses ymgynghori statudol ar gynnig i gau Ysgol Llanaelhaearn ar 31 Awst 2020, a darparu addysg i ddysgwyr yn Ysgol Bro Plenydd, Y Ffôr o'r 1af Medi 2020, yn unol â gofynion Adran 48 Deddf Safonau a Threfniadaeth Ysgolion 2013.

Cynhaliwyd yr ymgynghoriad statudol rhwng 16 Rhagfyr 2019 a 29 Ionawr 2020, yn seiliedig ar gynnig i gau Ysgol Llanaelhaearn ar y 31 Awst 2020, a chynnig lle i'r disgyblion yn Ysgol Bro Plenydd, Y Ffôr ar y 1 Medi 2020.

Paratowyd dogfennau priodol ar gyfer disgyblion Ysgol Llanaelhaearn a Cyngor Ysgol Bro Plenydd yn ogystal â disgyblion Blwyddyn 5 a 6 Ysgol Bro Plenydd, a trefnwyd bod hwylysydd yn mynychu y ddwy ysgol i drafod y cynnig gyda'r plant er mwyn sicrhau eu bod yn deall yr hyn oedd yn cael ei gynnig ac er mwyn rhoi cyfle i'r plant ddatgan barn am y cynnig.

Esboniwyd bod y newid yn golygu:

- Y bydd Ysgol Llanaelhaearn yn cau;
- Y bydd disgyblion Ysgol Llanaelhaearn yn trosglwyddo i Ysgol Bro Plenydd ym Medi 2020.

Roedd pob sesiwn yn cymryd hanner awr i awr i'w gwblhau. Roedd yn cynnwys esbonio'r cynnig a chwblhau holiadur.

Roedd 26 o blant a phobl ifanc wedi cymryd rhan yn yr ymgynghoriad

Gweler isod amserlen y sesiynau ymgynghori, rhestr yr ysgolion perthnasol a nifer yr ymatebwyr:

Dydd Llun, 20 Ionawr 2020	9.30am Ysgol Llanaelhaearn	11.00am Ysgol Bro Plenydd
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Ysgolion:

1. Ysgol Llanaelhaearn - 6
2. Ysgol Bro Plenydd - 20

Proposal to reorganise Ysgol Llanaelhaearn Consultation with Children and Young People

At a Gwynedd Council Cabinet meeting on 5 November 2019, the Cabinet agreed to undertake a period of statutory consultation process on a proposal to close Ysgol Llanaelhaearn on 31 August 2020, and provide education for learners at Ysgol Bro Plenydd, Y Ffôr from 1st September 2020, in accordance with the requirements of Section 48 of the Standards Act aSchool Organization 2013.

The statutory consultation was held between 16 December 2019 and 29 January 2020, based on a proposal to close Ysgol Llanaelhaearn on 31 August 2020, and offer pupils a place at Ysgol Bro Plenydd, Y Ffôr on 1 September 2020.

Appropriate documentation were prepared for Ysgol Llanaelhaearn and Ysgol Bro Plenydd Council as well as Ysgol Bro Plenydd's Year 5 and 6 pupils, and it was arranged that a facilitator attend both schools to discuss the proposal with the children to ensure that they understand what was offered and to give the children an opportunity to express their opinion on the proposal.

It was explained that the change meant:

- *Ysgol Llanaelhaearn will close;*
- *That Ysgol Llanaelhaearn pupils will transfer to Ysgol Bro Plenydd in September 2020.*

Each session took half an hour to an hour to complete. It included explaining the proposal and completing a questionnaire.

26 children and young people participated in the consultation

Please find below the timetable of consultation sessions, the list of relevant schools and the number of respondents:

Monday 20 January 2020	9.30am Ysgol Llanaelhaearn	11.00am Ysgol Bro Plenydd
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Ysgolion:

1. *Ysgol Llanaelhaearn - 6*
2. *Ysgol Bro Plenydd - 20*

Gweler isod yr ymatebion a dderbyniwyd gan y disgyblion

Below are the responses received from the pupils

NODER - Mae sylwadau'r plant a'r bobl ifanc wedi eu dyfynnu'n uniongyrchol o'u hymatebion.

NOTE - The comments of the children and young people have been quoted directly from their responses.

Sut wyt ti'n teimlo am hyn? <i>How do you feel about this?</i>			
<u>Ysgol</u> <i>School</i>	<u>Hapus</u> <i>Happy</i>	<u>Ddim yn Sicr</u> <i>Not Sure</i>	<u>Anhapus</u> <i>Not Happy</i>
Ysgol Llanaelhaearn	0	0	6
Ysgol Bro Plenydd	17	3	0
Cyfanswm <i>Total</i>	17	3	6

Cwestiwn 1 – Sut wyt ti yn teimlo am hyn? <i>Question 1 - How do you feel about this?</i>		
Ysgol Llanaelhaearn	<ul style="list-style-type: none"> • Ddim ishau mynd i ysgol Ffôr. • Collir teimlad o deulu bach • Colli'r tripiâu • Timlon drist • Ddim eisiau mynd i Ysgol Bro Plenydd • Dwi'n teimlo drist mae ysgol Llanaelhaearn (...yn cau) • Dwi ddim eisiau mynd i Ysgol Ffôr • Colli mynd ar dripiâu • Teimlo'n drist. • Ddim eisiau mynd i ysgol Bro Plenydd <p>Ymatebion llafar ychwanegol yn ystod sgwrs hwylsydd yw'r isod:</p> <ul style="list-style-type: none"> • Teimlo ceindo drist fod yr ysgol yn mynd i gau. • Pam ddim ysgol arall, agosach? • Mae ysgol yma yn Llanaelhaearn yn barod, pam mae'n rhaid i ni symud pan mae hi yma yn barod • *Dwi'n nabod tri chwarter o Ysgol Chwilog a dwi'n poeni y byddai wedi anghofio am fy ffrindiau yno pan fyddai'n fawr. • Dim hefo ffrindiau yna, ond un (mae'n enwi'r plentyn) • *Byddai'n methu gweld y ffrindiau hynny (yn Ysgol Chwilog) <p>*NODYN eglurhaol – ers sawl blwyddyn mae trefniant mewn lle i blant Ysgol</p>	<ul style="list-style-type: none"> • Don't want to go to Ysgol Ffôr • Losing the feeling of a small family • Miss the trips • Feeling sad • Don't want to go to Ysgol Bro Plenydd • I feel sad that Ysgol Llanaelhaearn (...is closing) • I don't want to go to Ysgol Ffôr • Miss going on trips • I feel sad • Don't want to go to Ysgol Bro Plenydd <p>Below are notes taken during facilitator discussion:</p> <ul style="list-style-type: none"> • I feel kind of sad that the school is going to close. • Why not another school, closer (to us)? • There is already a school in Llanaelhaearn, why do we have to move when there is already a school here? • *I know three quarters of Ysgol Chwilog and I'm worried I'll forget about my friends there when I am older • Don't have friends there, except one (names that child) • *I will miss the friends I have made (at Ysgol Chwilog)

	<p>Llanaelhaearn ymuno a phlant Ysgol Chwilog ar ddau brynhawn – Dydd Mawrth yn Ysgol Chwilog, dydd Iau mewn gwern nofio.</p>	<p>*EXPLANATORY NOTE - for a number of years an arrangement has been in place for the children of Ysgol Llanaelhaearn to join the children of Ysgol Chwilog on two afternoons - Tuesdays at Ysgol Chwilog, Thursday in a swimming lesson.</p>
<p>Ysgol Bro Plenydd</p>	<ul style="list-style-type: none"> • Mi faswn i'n hoffi gwneud ffrindiau newydd. • Mwy o ffrindiau. • Cyfarfod pobl eraill. • Oherwydd rwyf i yn cael ffrindiau newydd. • Rwyf yn hollol hapus ond mae yna un broblem, beth os oes disgybl bl.6 yna fydden nhw ddim yn adnabod neb yn yr ysgol uwchradd. Felly roeddwn yn meddwl ella fydden nhw yn medru dod cyn y gwyliau haf. <i>(yn dilyn gweld y sylw hyn, eglurodd yr hwylysydd i'r Cyngor Ysgol mai disgybl Blwyddyn 5 oedd yr hynaf yn Ysgol Llanaelhaearn)</i> • Dwi'n meddwl fod y cynnig yma yn un iawn felly rwy'n hapus hefo'r syniad yma. • Rwyf wedi dewis y gwyneb (hapus) yma oherwydd rwyf eisiau gwneud mwy o ffrindiau Ac yn edrych ymlaen i mwy o blant yn ysgol Bro Plenydd. • Rwyf wedi dewis y gwyneb (hapus) hwn oherwydd <ol style="list-style-type: none"> 1. Rwyf am wneud ffrindiau newydd. 2. Cael mwy o blant yn yr ysgol. 3. Cael offer newydd. 4. Rwyf hefyd yn gweld y sefyllfa yn drist oherwydd aeth fy nhad i'r ysgol ac i'r ysgol yna y roeddwn i fod i fynd yn y lle cyntaf • Y rheswm dwi wedi dewis y boc (wyneb hapus) yma ydi oherwydd fydd o yn well i'r plant yn ysgol Llanaelhaearn. • Y rheswm pam rwyf wedi dewis y gwyneb yma yw oherwydd mi fydd o yn profiadau dda iddynt ac i disgyblion Ysgol Llanaelhaearn cael mwy o ffrindiau eu oedran nhw • Dwi'n edrych ymlaen i gael mwy o blant. 	<ul style="list-style-type: none"> • I would like to make new friends. • More friends. • Meet other people. • Because I will have new friends. • I am totally happy but there is one problem, what if there is a year 6 pupil then they will not know anyone in the secondary school. Therefore, I think it would be best if they could come before the summer holiday. <i>(Following up on this remark the facilitator explained that the eldest pupil at Ysgol Llanaelhaearn was in Year 5)</i> • I think this proposal is correct and I am happy with this idea • I have chosen this (happy) face because I want to make more friends and look forward to seeing more children at ysgol Bro Plenydd. • I have chosen this (happy) face because: <ol style="list-style-type: none"> 1. I want to make new friends 2. Have more children in the school 3. Have new equipment 4. I also see the situation as a sad one as my father went to the school and I was supposed to go to the school as well in the first place. • The reason I have chosen this box (happy face) is because this is best for the children at Ysgol Llanaelhaearn. • The reason I have chosen this face is because it will be a good experience for them and for Ysgol Llanaelhaearn pupils to have more friends their own age. • I look forward to having more children. • The reason I have chosen this face was because I would like Ysgol Llanaelhaearn to have the best education and to have friends from the same year. • Because I want to meet other children

	<ul style="list-style-type: none"> • Y rheswm rwyf wedi dewis yr gwyneb yma yw rwyf eisiau ysgol Llanaelhaearn cael yr addysg gorau a cael ffrindiau yn yr un blwyddyn. • Oherwydd dwi eisiau cyfarfod plant eraill • Edrych yn mlaen i gael ffrindiau newydd • Rydw i wedi dewis yr gwyneb yma oherwydd rydw i yn edrych ymlaen i wneud ffrndiau • Y rheswm rwyf yn ddweud hyn yw rwyf yn meddwl fydda'n ni fel ysgol yn gallu dysgu allan o helpu pobl eraill hefyd bydd plant ysgol Llanaelhaearn (gobeithio) yn mwynhau chwarae yr un oed na nhw • Rwyf wedi dewis y gwyneb hapus oherwydd rwyf eisiau cyfarfod plant eraill ac rwyf yn edrych ymlaen i plant Ysgol Llanaelhaearn i gael ffrindiau newydd. • Dwi'n hollol hapus ei bod nhw yn dod oherwydd mi fydd yn handi i'r plant. (Wyneb pryderus) • Oherwydd ella fydd na ddim digon o le yn y dosbarthiadau. • Oherwydd ei fod yn ddryslyd • Oherwydd bod yna ddisgyblion gwahanol o ysgolion gwahanol. • Dewisiais y wyneb yma oherwydd dwi'n poeni ella wnaiff rhai ohonynt peidio siarad efo ni ond wedyn rydwi yn teimlo bechod drost nhw oherwydd tydio ddim yn peth hawdd. Mae'n brofiad annifyr iawn i orfod symud ysgolion mi faswn i'n meddwl. <p>Ymatebion llafar ychwanegol yn ystod sgwrs hwylsydd yw'r isod Dim sylwadau ychwanegol wedi codi</p>	<ul style="list-style-type: none"> • Look forward to having new friends • I have chosen this face as I am looking forward to making friends • The reason I say this is because we as a school will be able to learn from helpu others and also the children of Ysgol Llanaelhaearn (hopefully) will enjoy playing with children of the same age as them • I have chosen th happy face as I want to meet other children and I am looking forward to Ysgol Llanaelhaearn children so that I can have new friends • I am totally happy that they are coming as it will be handy for the children (anxious face). • Because there may not be enough room in the classrooms. • Because its confusing • Because there is different pupils from different schools • I chose this face because I am worried that some of them won't speak with us but I also feel sorry for them as it can't be easy. I should think it is a very unpleasant experience to have to move schools. <p>Below are notes taken during facilitator discussion: No extra comments offered.</p>
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Cwestiwn 2 – Beth hoffet ti weld yn digwydd fel rhan o’r cynnig yma?

Question 2 - What would you like to see happen as part of this proposal?

<p>Ysgol Llanaelhaearn</p>	<ul style="list-style-type: none"> • Dwi eisiau mynd i Ysgol Chwilog • Mynd i Ysgol Chwilog • Dwi eisiau mynd i Ysgol Chwilog. • Eisiau mynd i Ysgol Chwilog. <p>Ymatebion llafar ychwanegol yn ystod sgwrs hwylsyydd yw’r isod</p> <ul style="list-style-type: none"> • Dwi’n licio plant bach (Chwilog) a dwi isio mynd i’r ysgol yna. 	<ul style="list-style-type: none"> • I want to go to Ysgol Chwilog • Go to Ysgol Chwilog • I want to go to Ysgol Chwilog. • Want to go to Ysgol Chwilog. <p>Below are notes taken during facilitator discussion:</p> <ul style="list-style-type: none"> • I like the little children (at Chwilog) and want to go to that school.
<p>Ysgol Bro Plenydd</p>	<ul style="list-style-type: none"> • Os gwelwch yn dda gawn ni yr offer o Ysgol Llanaelhaearn os yw’r plant yn dod i Bro Plenydd. • Beth sydd yn digwydd i’r adnoddau dysgu • Cael y bws mini os fedra nhw • Dod ar offer or ysgol • Ydan ni yn cael offer yr ysgol? • Os ydwi yn byw yn Llanaelhaearn gai fynd ar y bws mini? • Os mai’r plant yn symud yma ella bydd Ysgol Bro Plenydd yn gallu cael ychydig o adnoddau Ysgol Llanaelhaearn. • Bws mini ysgol Llanaelhaearn yn mynd i ysgol Bro plenydd • Os mae Ysgol Llanaelhaearn yn dod i ein ysgol rwy’n hoffi gweld y pethau rhain: miniu bus; offer ysgrifennu; offer TG • Mi faswn hoffi gael offer ee eu cyfrifaduron os gwelwch yn dda. Yn ychwanegol at hynny buaswn yn hoffi bws mini Llanaelhaearn os gwelwch yn dda • Bws; llyfra; pensiliau, pren mesyr; technoleg eg cyfryddiadyr o ysgol Llanaelhaearn. • Y peth yr hoffaf ei weld o’r cynnig yma iw ydi bws mini Ysgol Llanaelhaearn yn dod i Ysgol Bro Plenydd? • Fuaswn yn hoffi gweld mwy o adnoddau a offer. Hefyd byswn yn hoffi gael mwy o athrawon i gael mwy o addysg a plant Llanaelhaearn i gael mwy o addysg. • Buaswn yn hoffi gweld offer ac adnoddau yn dod wedyn efallai fydd hi’n bosib i’r plant cael gwneud mwy o 	<ul style="list-style-type: none"> • Could we please have the equipment from Ysgol Llanaelhaearn if the children come to Bro Plenydd. • What is going to happen to the learning resources? • Bring the mini bus if they can • Bring the equipment from the school • Will we receive the school’s equipment? • If I live in Llanaelhaearn will I be allowed to travel on the mini bus? • If the children move here maybe Ysgol Bro Plenydd could have some of Ysgol Llanaelhaearn’s resources. • Ysgol Llanaelhaearn’s mini bus to go to Ysgol Bro Plenydd • If Ysgol Llanaelhaearn come to our school then I would like to see these things: mini bus; writing resources; IT resources. • I would like to have their equipment eg their computers please. Also I would like their mini bus please. • Bus; books; rulers, technology eg computer from Ysgol Llanaelhaearn • The thing I’d like to see from this proposal is that Ysgol Llanaelhaearn’s mini buss comes to Ysgol Bro Plenydd. • I would like to see more equipment and resources. Also I would like to have more teachers to have more education and also I would like the children of Llanaelhaearn to have more education • I would like to see equipment and resources coming, then it could be possible for the children to do more activities and have more experiences

	<p>gweithgareddau a cael mwy o brofiadau</p> <ul style="list-style-type: none"> • Rydw i yn meddwl y dylai ni cael eu offer technoleg oherwydd fydd gennym ni ddim digon i rannu rhwng pawb. • Os basa ni yn cael adnoddau'r ysgol • Yr dau peth hoffwn i weld yw yr 8 plant sydd yn cynnig i ddod yma fydda nhw yn hoff or ysgol ac yn ffrindiau i bawb! <p>Ymatebion llafar ychwanegol yn ystod sgwrs hwylsydd yw'r isod</p> <ul style="list-style-type: none"> • Da ni angen mwy o offer technoleg yn ein hysgol ni ac efallai bydd hyn yn un ffordd o gael mwy. 	<ul style="list-style-type: none"> • I think we should have the technology equipment as we will not have enough to share with everyone. • If we could have there school supplies • The two things I'd like to see is that the 8 children that are in the proposal like the school and are friends with everyone! <p>Below are notes taken during facilitator discussion:</p> <ul style="list-style-type: none"> • We need more technology equipment in our school and this may be one way of getting more.
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Cwestiwn 3 – Beth sy'n dy boeni am hyn? Question 3 - What worries you about this?		
<p>Ysgol Llanaelhaearn</p>	<ul style="list-style-type: none"> • Teimlo'n ofnus gorfod mynd mewn tasci • Dim yn deg ar mam yn gorfod mynd â ni i ysgol arall. • Gorfod cychwyn eto yn blwyddyn 6 . • Ddim yn cael a gallu cerdded i'r ysgol. <p>Ymatebion llafar ychwanegol yn ystod sgwrs hwylsydd yw'r isod</p> <ul style="list-style-type: none"> • Dim hefo ffrindiau yna. • Ofn colli ffrindiau Ysgol Chwilog 	<ul style="list-style-type: none"> • Feeling afraid of going in a taxi • Not fair on mum having to take us to another school. • Having to start again in year 6 • Not being able to and allowed to walk to school <p>Below are notes taken during facilitator discussion:</p> <ul style="list-style-type: none"> • Don't have friends there • Afraid of losing their friends at Ysgol Chwilog
<p>Ysgol Bro Plenydd</p>	<ul style="list-style-type: none"> • Does dim yn fy mhoeni am hyn – 15 wedi gwneud sylw cyffelyb • Y plant bl6 os oes na • Pa fath o blant ydun nhw • Ella bysa plant yn bod yn ddrwg yn gynta • Yr unig beth sydd yn fy poeni fi yw agwedd y plant ac os ydynt am parchu ein pethau • Y peth rwy'n poeni am yw: beth os ydyn nhw cau cyfathrebu hefo ni; beth os mae nhwn cychwyn bod yn gas a cambyhafio. • Dwi ddim eisiau plant malu pethau/Gwaith • Dwi ddim eisiau plant malu pethau yn yr ysgol, <p>Ymatebion llafar ychwanegol yn ystod sgwrs hwylsydd yw'r isod</p> <p>Dim sylwadau ychwanegol wedi codi</p>	<ul style="list-style-type: none"> • Nothing worries me about this – 15 made the same remark • The year 6 children if there are any • What type of children are they • Maybe the children will misbehave at the beginning • The only thing that worries me is the children's attitude and will they respect our things • The thing I am worried about is: what if they refuse to communicate with us; what if they start to become nasty and misbehave • I don't want the children to break things/work • I don't want children to damage things in the school <p>Below are notes taken during facilitator discussion:</p> <p>No extra comments offered.</p>

Cwestiwn 4 – Beth yw'r pethau pwysicaf i chi yn yr ysgol?

Question 4 - What are the most important things for you at school?

<p>Ysgol Llanaelhaearn</p>	<ul style="list-style-type: none"> • Gwneud mathemateg • Ffrindia da • Iago y pysgodyn • Athrawon a staf • Ffrindiau a Iago y Sgodyn <p>Ymatebion llafar ychwanegol yn ystod sgwrs hwylsydd yw'r isod</p> <ul style="list-style-type: none"> • Cael mynd i'r tent • Yr ysgol yma • Dwi'n hoffi lliwio bob bore a chwarae yn y twb tywod 	<ul style="list-style-type: none"> • Doing mathematics • Good friends • Iago the fish • The teachers and staff • Friends and Iago the fish <p>Below are notes taken during facilitator discussion:</p> <ul style="list-style-type: none"> • Being allowed in the tent • This school • I like colouring every morning and playing in the sand pit
<p>Ysgol Bro Plenydd</p>	<ul style="list-style-type: none"> • Rwy'n hoffi popeth yn yr ysgol ond rwy'n hoff o wersi TGCh hefo Miss Parry ar gwersai dawnsio. Mae rheini yn bwysig iawn i mi a tydwi ddim eisiau i hynny newid\stopio. • Addysg – ddim yn newid; ffrindiau-mwy; mwynhau; gweithgareddau/profiadau • Dwi ddim eisiau gweld yr ysgol yn cau a dwi ddim eisiau gweld gormod o blant yn dod at yr ysgol • Y peth pwysicaf i mi yn yr ysgol yw yr athrawon a ffrindiau, os does ddim athrawon does dim addysg. • Y peth pwysicaf i fi yn yr ysgol ydi ffrindiau. • Y pethau pwysicaf i mi ywr addysg, Athrawon ac y Disgyblion. Fy rheswm pam dwi yn dweud hyn yw oherwydd heb Athrawon mi fydd yna dim addysg a heb addysg fydd yna dim disgyblion. • Y pethau pwysicaf yn yr ysgol i fi yw – prif Athrawes sef Mrs Hughes; y prif iard y maes; lle parcio. • Yr athrawon, y bwyd, sut rydwi yn dysgu. • Yr addysg; athrawon; cinio ysgol; ffrindiau; dosbarth lliwgar. • Ffrindiau; athrawon sydd yn ein dysgu ni yn dda ac yr addysg. <p>Ymatebion llafar ychwanegol yn ystod sgwrs hwylsydd yw'r isod:</p> <p>Sylwadau'r plant yn dwyn sylw at bwysigrwydd athrawon, ffrindiau ac addysg dda fel thema gyson yn llafar ac ysgrifenedig.</p>	<ul style="list-style-type: none"> • I like everything in the school but I like IT lessons with Miss Parry and the dance lessons. These are very important to me and I don't want these to change\stop. • Education – not to change; friends – more; enjoyment; activities and experiences. • I don't want to see the school close and I don't want too many children coming to the school • The most important thing to me is the teachers and friends, without teachers there is no education. • The most important thing to me in school is my friends • The most important thing to me is education. Teachers and Pupils. My reason for saying this is that without Teachers there is no education and without education there are no pupils. • The most important thing to me in school is the headteacher which is Mrs Hughes; the main yard and play area; parking space. • The teachers, the food, how I learn. • Education; teachers; school dinner; friends; a colourful classroom • Friends; teachers that teach us well and education <p>Below are notes taken during facilitator discussion:</p> <p>Children's comments highlight the importance of good teachers, friends and education as a consistent theme both orally and in writing</p>

Beth ddaeth yn amlwg o'r broses ymgynghori oedd bod disgyblion Ysgol Llanaelhaearn yn gweld Ysgol Chwilog fel eu dewis o ysgol pe byddai eu hysgol yn cau gan egluro eu bod eisioes yn adnabod y plant yn yr ysgol honno yn dda oherwydd eu bod yn gweld ei gilydd bob pŵn Mawrth a lau ers rhai blynyddoedd. Roedd sylwadau disgyblion Ysgol Llanaelhaearn yn tueddu tuag at wrthod y dewis o ysgol fis Medi nesa yn hytrach na gwrthwynebu y bwriad o gau eu hysgol bresennol er bod hynny yn amlwg yn eu poeni a'u tristau.

Roedd yn amlwg fod disgyblion Bro Plenydd yn awyddus iawn i roi croeso cynnes i'r disgyblion newydd gan ddangos empathi a dealltwriaeth aeddfed o amgylchiadau anodd Ysgol Llanaelhaearn.

What emerged from the consultation process was that pupils at Ysgol Llanaelhaearn saw Ysgol Chwilog as their preferred school were their school to close and explained that they already knew the children well at that school after visiting them every Tuesday and Thursday afternoon for some years. The comments of pupils at Ysgol Llanaelhaearn tended towards rejecting the choice of school next September rather than opposing the proposed closure of their current school although this clearly concerned and saddened them. It was clear that the pupils of Bro Plenydd were very keen to give a warm welcome to the new pupils showing empathy and a mature understanding of the difficult circumstances of Ysgol Llanaelhaearn.

Prif bwyntiau'r ymgynghori:

Key points from the consultation:

Ysgol Llanaelhaearn	Ysgol Bro Plenydd
<p>Pawb yn erbyn y newid. <i>All against the change.</i></p>	<p>Pawb a ymatebodd o blaid y newid. <i>All those who responded in favour of the change.</i></p>
<p>Pe byddai'r plant yn cael dewis byddai pob un yn dewis mynychu Ysgol Chwilog. <i>If the children were given a choice everyone would choose to attend Ysgol Chwilog.</i></p>	<p>Disgyblion yn awyddus iawn i roi croeso i ddisgyblion Ysgol Llanaelhaearn ac yn edrych ymlaen i wneud ffrindiau newydd. <i>Pupils are very keen to welcome the pupils of Ysgol Llanaelhaearn and look forward to making new friends.</i></p>
<p>Colli cyfeillgarwch ffrindiau o Ysgol Chwilog wrth fynychu Ysgol Bro Plenydd yn poeni pob un o'r disgyblion. <i>Losing the friendship of friends from Ysgol Chwilog whilst attending Ysgol Bro Plenydd worries all pupils.</i></p>	<p>Disgyblion yn gweld manteision o ran cynyddu nifer yr ysgol ac yn awyddus i dderbyn adnoddau Ysgol Llanaelhaearn (ee bws mini, Technoleg a llyfrau ayyb) yn ogystal a'i disgyblion. <i>Pupils see benefits in terms of increasing the number of schools and are eager to receive the resources of Ysgol Llanaelhaearn (eg minibuses, Technology and books etc) as well as its pupils.</i></p>
<p>Gorfod teithio mewn car/bws i'r ysgol yn hytrach na cherdded yn poeni pob un o'r disgyblion ac un wedi dweud nad oedd yn deg ar ei fam/mam. <i>Having to travel by car / bus to school instead of walking worried all the pupils and one said it wasn't fair to his / her mother.</i></p>	<p>Disgyblion yn awyddus i ddeall fod disgyblion Ysgol Llanaelhaearn yn rhannu yr un gwerthoedd â nhw mewn perthynas ac ymddygiad da a pharch at eraill a phethau'r ysgol. <i>Pupils were keen to understand that the pupils of Ysgol Llanaelhaearn shared the same values as they did in relation to good behavior and respect for others and school's equipment etc.</i></p>



**Derbyniodd Cyngor Gwynedd 8 ymateb
i'r Cyfnod Ymgynghori Statudol ar y
cynnig i gau Ysgol Llanaelhaearn
16 Rhagfyr 2019 – 29 Ionawr 2020**

**Gwynedd Council received 8 responses
to the Statutory Consultation Period on the
proposal to close Ysgol Llanaelhaearn
16 December 2019 – 29 January 2020**

Ffurflen Ymateb

Cynnig i gau Ysgol Llanaelhaearn ar y 31 Awst 2020, a chynnig lle i'r disgyblion yn Ysgol Bro Plenydd, Y Ffôr o 1 Medi 2020 yn unol ag adran 48 Deddf Safonau a Threfniadaeth Ysgolion 2013

Eich Manylion		Dyddiad: 15 | 1 | 20	
Erw	ALED JONES		
Cyfeiriad	LLWYNIER WYD, TREFOR		
Cyfeiriad E-bost	cynghor-ydd@aledwynjones@gwynedd.llyw-cymru		
Rwy'n ymateb fel... (Cylchwch yr ymateb perthnasol)	Rhiant	Staff	Disgybl
	Arall (nodwch):		LLYWODRAETHOL
Os dymunwch dderbyn hysbysiad pan galff yr adroddiad ymgynghori ei gyhoeddi, tichwch y blwch priodol gyferbyn		<input checked="" type="checkbox"/> Hoffwn gael fy hysbysu <input type="checkbox"/> Na, nid wyf yn dymuno cael fy hysbysu	

Yn unol â gofynion deddfwriaeth diogelu data, mae'n ofynnol i ni eich hysbysu o'r canlynol:

Mae Cyngor Gwynedd yn celsio eich barn ar y cynnig hwn fel rhan o broses ymgynghori statudol. Defnyddir y manylion a ddarperir gennych i'r pwrpas hwn yn unig. Efallai y bydd y wybodaeth yn cael ei rannu gydag asiantaethau sy'n ymwneud a'r ymgynghoriad (e.e. Llywodraeth Cymru) ond dim ond at ddiben ymateb i faterion penodol gall eich bod wedi eu nodi yn eich ymateb. Byddwn yn parhau i ystyried eich sylwadau pa bynnag opsiwn a ddewisir. Cedwir eich manylion personol am 7 mlynedd.

Gyda'ch caniatâd, mae'n bosib y bydd eich sylwadau yn cael eu rhyddhau, yn llawn neu heb gynnwys manylion personol fel enwau a chyfeiriadau, mewn adroddiad i'r Cabinet ar yr ymgynghoriad. Os nad ydych yn dymuno i'r Cyngor gyhoeddi eich ymateb, nodwch isod trwy roi ✓ yn y blwch perthnasol os gwelwch yn dda:

- Cytunaf i'r Cyngor gyhoeddi fy ymateb yn llawn, gan gynnwys fy ngwybodaeth bersonol.
- Cytunaf i'r Cyngor gyhoeddi fy ymateb, heb gynnwys fy ngwybodaeth bersonol.
- Nid wyf yn cytuno i'r Cyngor gyhoeddi fy ymateb.

Am fwy o wybodaeth am eich hawliau a manylion Swyddog Diogelu Data'r Cyngor ewch i'r Adran Prefatrwydd ar wefan y Cyngor.

Anfonwch eich ymateb at:
 Swyddfa Moderneiddio Addysg,
 Adran Addysg, Cyngor Gwynedd,
 Caernarfon
 LL55 1SH
 neu ModerneiddioAddysg@gwynedd.llyw.cymru

Dyddiad cau: 13:00 ar ddydd Mercher, 29 Ionawr 2020

Nodwch mai syllwadau yw'r ymatebion ac nid gwrthwynebiad i'r cynnig.

Bydd cyfle i wrthwynebu'r cynnig os bydd rhybudd statudol yn cael ei gyhoeddi.

Syllwadau:

HOFFWN WELD PLANT YR YSGOL YN BRESNOL GAEL DENIS SYMUD I YSGOL CAWILOG, A CAHUDIANT YN CAEL EI DREFNU I'R PLANT HYNNY.

Ffurflen Ymateb

Cynnig i gau Ysgol Llanaelhaearn ar y 31 Awst 2020, a chynnig lle i'r disgyblion yn Ysgol Bro Plenydd, Y Ffôr o 1 Medi 2020 yn unol ag adran 48 Deddf Safonau a Threfniadaeth Ysgolion 2013

Eich Manylion		Dyddiad: 15.01.2020	
Enw	LYNDA COX		
Cyfeiriad	8 MAES GLAS LLANAELHAEARN LLS4 5AR		
Cyfeiriad E-bost	lynda.cox @ llanaelhaearn.com		
Rwy'n ymateb fel... (Cylchwch yr ymateb perthnasol)	Rhiant	Staff	Disgybl
	Arall (nodwch):		LLYWODRAETHWR
Os dymunwch dderbyn hysbysiad pan gaiff yr adroddiad ymgynghori ei gyhoeddi, ticlwch y blwch priodol gyferbyn		<input checked="" type="checkbox"/> Hoffwn gael fy hysbysu <input type="checkbox"/> Na, nid wyf yn dymuno cael fy hysbysu	

Yn unol â gofynion deddfwriaeth diogelu data, mae'n ofynnol i ni eich hysbysu o'r canlynol:

Mae Cyngor Gwynedd yn ceisio eich barn ar y cynnig hwn fel rhan o broses ymgynghori statudol. Defnyddir y manylion a ddarperir gennych i'r pwrpas hwn yn unig. Efallai y bydd y wybodaeth yn cael ei rannu gydag asiantaethau sy'n ymwneud a'r ymgynghoriad (e.e. Llywodraeth Cymru) ond dim ond at ddiben ymateb i faterion penodol gall eich bod wedi eu nodi yn eich ymateb. Byddwn yn parhau i ystyried eich sylwadau pa bynnag opsiwn a ddewisir. Cedwir eich manylion personol am 7 mlynedd.

Gyda'ch caniatâd, mae'n bosib y bydd eich sylwadau yn cael eu rhyddhau, yn llawn neu heb gynnwys manylion personol fel enwau a chyfeiriadau, mewn adroddiad i'r Cabinet ar yr ymgynghoriad. Os nad ydych yn dymuno i'r Cyngor gyhoeddi eich ymateb, nodwch isod trwy roi ✓ yn y blwch perthnasol os gwelwch yn dda:

- Cytunaf i'r Cyngor gyhoeddi fy ymateb yn llawn, gan gynnwys fy ngwybodaeth bersonol.
- Cytunaf i'r Cyngor gyhoeddi fy ymateb, heb gynnwys fy ngwybodaeth bersonol.
- Nid wyf yn cytuno i'r Cyngor gyhoeddi fy ymateb.

Am fwy o wybodaeth am eich hawliau a manylion Swyddog Diogelu Data'r Cyngor ewch i'r Adran Preifatrwydd ar wefan y Cyngor.

Anfonwch eich ymateb at:
Swyddfa Moderneiddio Addysg,
Adran Addysg, Cyngor Gwynedd,
Caernarfon
LL55 1SH
neu ModerneiddioAddysg@gwynedd.llyw.cymru

Dyddiad cau: 13:00 ar ddydd Mercher, 29 Ionawr 2020

Nodwch mai syllwadau yw'r ymatebion ac nid gwrthwynebiad i'r cynnig.

Bydd cyfle i wrthwynebu'r cynnig os bydd rhybudd statudol yn cael ei gyhoeddi.

Syllwadau:

Rwyf yn hysbysu goghoeddi i gais y rhieni
i'r disgyblion yngychu YSGOL CHWILOG ac os
cae ysgol Llanaelhaearn, ac eu bod yn
cael cuediant. A bydd plant sydd yn dodrae
ysgol o Medi 2020 yn UNIC yn cael
cuediant i'r ysgol ac nid yr hrai a symydodd
ysgol cyn dyn.

3

**Nid yw'r ymatebydd yn fodlon i'r
ymateb gael ei gyhoeddi**

3

**The respondent does not want the
response to be published**

Ffurflen Ymateb

Cynnig i gau Ysgol Llanaelhaearn ar y 31 Awst 2020, a chynnig lle i'r disgyblion yn Ysgol Bro Plenydd, Y Ffôr o 1 Medi 2020 yn unol ag adran 48 Deddf Safonau a Threfniadaeth Ysgolion 2013

Eich Manylion		Dyddiad: 15.1.2020	
Enw	Tracey Jones		
Cyfeiriad	Garreg 1 Llan fain Llanaelhaearn		
Cyfeiriad E-bost	traceyjones@hotmail.com		
Rwy'n ymateb fel... (Cylchwch yr ymateb perthnasol)	Rhiant <input checked="" type="checkbox"/>	Staff	Disgybl
	Arall (nodwch):		
Os dymunwch dderbyn hysbysiad pan gaiff yr adroddiad ymgynghori ei gyhoeddi, ticlwch y blwch priodol gyferbyn		<input checked="" type="checkbox"/> Hoffwn gael fy hysbysu <input type="checkbox"/> Na, nid wyf yn dymuno cael fy hysbysu	

Yn unol â gofynion deddfwriaeth diogelu data, mae'n ofynnol i ni eich hysbysu o'r canlynol:

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Gyda'ch caniatâd, mae'n bosib y bydd eich sylwadau yn cael eu rhyddhau, yn llawn neu heb gynnwys manylion personol fel enwau a chyfeiriadau, mewn adroddiad i'r Cabinet ar yr ymgynghoriad. Os nad ydych yn dymuno i'r Cyngor gyhoeddi eich ymateb, nodwch isod trwy roi yn y blwch perthnasol os gwelwch yn dda:

- Cytunaf i'r Cyngor gyhoeddi fy ymateb yn llawn, gan gynnwys fy ngwybodaeth bersonol.
- Cytunaf i'r Cyngor gyhoeddi fy ymateb, heb gynnwys fy ngwybodaeth bersonol.
- Nid wyf yn cytuno i'r Cyngor gyhoeddi fy ymateb.

Am fwy o wybodaeth am eich hawliau a manylion Swyddog Diogelu Data'r Cyngor ewch i'r Adran Preifatrwydd ar wefan y Cyngor.

Anfonwch eich ymateb at:
Swyddfa Moderneiddio Addysg,
Adran Addysg, Cyngor Gwynedd,
Caernarfon
LL55 1SH
neu ModerneiddioAddysg@gwynedd.llyw.cymru

Dyddiad cau: 13:00 ar ddydd Mercher, 29 Ionawr 2020

Nodwch mai syllwadau yw'r ymatebion ac nid gwrthwynebiad i'r cynnig.

Bydd cyfle i wrthwynebu'r cynnig os bydd rhybudd statudol yn cael ei gyhoeddi.

Syllwadau:

Rydym yn dymuno i [redacted] fynd i Ysgol Cawilog o Fedi 2020 ac i drefniadaeth seil ei threfnu i fynd â'r plant bob dydd [redacted]

Response Form

Proposal to close Ysgol Llanaelhaearn on 31 August 2020, and offer a place for the pupils at Ysgol Bro Plenydd, Y Ffôr from 1 September 2020 in accordance with section 48 of the School Standards and Organisation Act 2013

In accordance with data protection legislation requirements, we are required to inform you of the following:

Gwynedd Council is seeking your views on this proposal as part of a statutory consultation process. The details you provide will be used for this purpose only. The information may be shared with agencies involved in the consultation (e.g. the Welsh Government) solely in order to respond to specific matters that you may have raised. We will continue to consider your comments, whichever option is chosen. Your personal details will be kept for 7 years.

With your permission, we may reproduce responses, in full or having taken out personal details such as names and addresses, in a report to the Cabinet on the statutory consultation. If you do not wish the Council to publish your response, please state below by placing a ✓ in the relevant box, please:

I agree that the Council can publish my response in full including my personal information.

I agree that the Council can publish my response, after removing my personal information.

No, the Council should not publish my response.

For further information about your rights and the Council's Data Protection Officer visit the Privacy section on the Council website.

Please return your response to:
 Modernising Education Office,
 Education Department, Gwynedd Council,
 Caernarfon
 LL55 1SH
 or ModernisingEducation@gwynedd.llyw.cymru

Closing Date: 13:00 on Wednesday, 29 January 2020

Please note that these responses are comments and not
objections to the proposal.

There will be an opportunity to object to the proposal
 should a statutory notice be published.

Comments: I would like [redacted] to be
 Placed at ysgol Chwilog and transport to be provided to
 and from school.

Response Form

Proposal to close Ysgol Llanaelhaearn on 31 August 2020, and offer a place for the pupils at Ysgol Bro Plenydd, Y Ffôr from 1 September 2020 in accordance with section 48 of the School Standards and Organisation Act 2013

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Closing Date: 13:00 on Wednesday, 29 January 2020

Please note that these responses are comments and not
objections to the proposal.

There will be an opportunity to object to the proposal
should a statutory notice be published.

Comments:

I would like [redacted] to attend ysgol chwilog as he already goes there now with ysgol Llanaelhaearn and has settled in well us as parents wouldn't want to separate the children. I would also like transport as I don't drive - [redacted]

Response Form

Proposal to close Ysgol Llanaelhaearn on 31 August 2020, and offer a place for the pupils at Ysgol Bro Plenydd, Y Ffôr from 1 September 2020 in accordance with section 48 of the School Standards and Organisation Act 2013

In accordance with data protection legislation requirements, we are required to inform you of the following:

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or ModernisingEducation@gwynedd.llyw.cymru

Closing Date: 13:00 on Wednesday, 29 January 2020

Please note that these responses are comments and not objections to the proposal.

There will be an opportunity to object to the proposal should a statutory notice be published.

Comments: I would wish for my children to go to Chwilog School as my [REDACTED] will be going to Ysgol Gŵen-y-mor in 2021. and as settled and as don't want him to change from schools in his last years. my children have made friends and know the teachers and very happy at Chwilog.

Ymateb Estyn i'r cynnig gan Gyngor Gwynedd i gau Ysgol Llanaelhaearn ar 31 Awst 2020.

Cyflwyniad

Paratowyd yr adroddiad hwn gan Arolygwyr Ei Mawrhydi dros Addysg a Hyfforddiant yng Nghymru.

O dan delerau Deddf Safonau a Threfniadaeth Ysgolion (Cymru) 2013 a'i Chod cysylltiedig, mae'n ofynnol i gynigwyr anfon dogfennau ymgynghori i Estyn. Fodd bynnag, nid yw Estyn yn gorff y mae'n ofynnol iddo weithredu yn unol â'r Cod ac nid yw'r Ddeddf yn gosod unrhyw ofynion statudol ar Estyn o ran materion trefniadaeth ysgolion. Felly, fel corff yr ymgynghorir ag ef, bydd Estyn yn rhoi eu barn ar rinweddau cyffredinol cynigion trefniadaeth ysgolion yn unig.

Mae Estyn wedi ystyried yr agweddau addysgol ar y cynnig ac mae wedi llunio'r ymateb canlynol i'r wybodaeth a ddarparwyd gan y cynigiwr.

Crynodeb/Casgliad

Dyma gynnig ymgynghorol gan Gyngor Sir Gwynedd. Y cynnig yw:

- cau ysgol Llanaelhaearn ar y 31 Awst 2020
- cynnig lle i'r disgyblion yn Ysgol Bro Plenydd o 1 Medi 2020

Mae'r Cyngor wedi ystyried ystod o opsiynau'n briodol ac wedi dewis y cynnig uchod.

Ym marn Estyn mae'r cynnig hwn o leiaf yn debygol o gynnal y safonau addysg presennol.

Disgrifiad a manteision

Gan fod y cynigiwr yn cynnig cau ysgol wledig mae'n nodi'n glir y rhesymau dros llunio'r cynnig a'r ystyriaethau gofalus y tu ôl i hyn. Mae hefyd yn nodi manteision eraill yn ogystal, fel yr effaith bositif o ran cost-effeithiolrwydd i'r awdurdod addysg a lleihau llefydd gweigion. Mae'n nodi'r heriau allweddol mae'r ysgol yn ei hwynebu a sut maent am fynd i'r afael â nhw trwy gynnig gau'r ysgol. Y prif heriau a nodir yw:

- sefyllfa fregus yr ysgol yn dilyn cwmp sylweddol mewn niferoedd gydag wyth disgybl ar y gofrestr yng nghyfrifiad Medi 2019
- diffyg profiadau i'r disgyblion o gymdeithasu a chydweithio yn ddyddiol gyda chyfoedion mewn parau a grwpiau
- dengys rhagamcanion y bydd cwmp pellach gyda 5 o ddisgyblion ar y gofrestr erbyn 2021.
- dosbarthiadau bychain iawn gan yr addysgir yr wyth disgybl hyn mewn dau ddosbarth (un dosbarth o dri disgybl ac un dosbarth o bum disgybl)
- cost fesul disgybl sylweddol cynnal yr ysgol (£12,671 o gymharu â chost cyfartaledd sirol o £3,884)
- ansicrwydd ynghylch arweinyddiaeth barhaol
- colli plant i ysgolion cyfagos (14 yn mynd i dair ysgol arall Medi 2018)

Mae'r cynigiwr yn nodi'n glir y manteision a'r anfanteision disgwylidig o gymharu â'r sefyllfa bresennol. Mae'n ystyried opsiynau eraill posib ac wedi rhoi rhesymau priodol ynghylch pam mae'r rhain wedi cael eu diystyru. Sefydlwyd Panel Adolygu Ysgol (PAY) Llanaelhaearn yn cynnwys pennaeth yr ysgol, llywodraethwyr, Aelod Lleol, rhieni, a staff. Cynhaliwyd cyfres o gyfarfodydd i ystyried wyth o opsiynau. Mae'r rhain yn cynnwys gwneud dim, newid y strwythur staffio, sefydlu uned arsylwi blynyddoedd cynnar, ffederaleiddio, sefydlu darpariaeth gofal plant neu gau'r ysgol. Penderfynwyd ymchwilio ymhellach i ddau opsiwn sef ffederaleiddio neu gau'r ysgol.

Mae'r cynigiwr yn amlinellu'r buddion, yr anfanteision a'r risgiau posibl yn briodol ac yn nodi'r opsiwn mae'n ei ffafrio, sef cau Ysgol Llanaelhaearn ar y 31 Awst 2020 a chynnig lle i'r disgyblion yn Ysgol Bro Plenydd o 1 Medi 2020.

Ystyriwyd y posibilrwydd o ffederaleiddio gydag amrywiaeth o ysgolion cyfagos, yn benodol Yr Eifl, Bro Plenydd, Llanybi, Pentreuchaf a Chwilog. Cynigir rhesymau dilys tros ddewis Ysgol Bro Plenydd fel yr 'ysgol amgen'. Fodd bynnag, gan fod niferoedd Ysgol Llanaelhaearn wedi cyrraedd sefyllfa argyfyngus gyda 8 disgybl ar y gofrestr, dengys yr asesiad ffederaleiddio nad oedd yr opsiwn hwn yn ymateb i'r prif heriau y mae'r ysgol yn ei wynebu. Byddai niferoedd yr ysgol yn parhau i fod yn isel, a maint y dosbarthiadau hefyd yn parhau i fod yn fychan. Cyfeiriwyd hefyd nad oedd manteision eglur i ysgolion eraill o ffederaleiddio gydag Ysgol Llanaelhaearn.

Mae'r cynigiwr yn datgan yn gadarn pam ei fod yn ffafrio'r cynnig o gau Ysgol Llanaelhaearn ac yn cyfeirio at y manteision amlwg:

- sicrhau arweinyddiaeth barhaol
- cynnig profiadau i ddisgyblion i gymdeithasu a chydweithio yn ddyddiol gyda chyfoedion
- galluogi'r disgyblion i fanteisio ar ystod o brofiadau cwricwlaidd ac allgyrsiol
- addysgu'r plant mewn dosbarthiadau o faint mwy addas
- lleihau niferoedd llefydd gweigion (83% yn Ysgol Llanaelhaearn)
- lleihau'r amrediad o lwfans y pen ar gyfer holl ddisgyblion y Sir

Mae'r cynnig yn ystyried y ddarpariaeth ar gyfer y Gymraeg yn briodol. Mae'n cyfeirio at weithredu Polisi Iaith yr awdurdod lleol. Ymddengys na fyddai effaith negyddol ar ddarpariaeth y Gymraeg i'r disgyblion hyn. Byddai'r disgyblion yn derbyn addysg mewn ysgol sydd â chanran uwch o ddisgyblion yn siarad Cymraeg yn y cartref, ac mewn ward (Abererch) ble mae canran uwch o siaradwyr Cymraeg na Ward Llanaelhaearn.

Cwblhaodd y cynigiwr asesiad defnyddiol o effaith cymunedol yr opsiynau. Dengys yr asesiad y bydd peth effaith negyddol o gau'r ysgol ar y gymuned gan fod yr ysgol yn ymwneud a'i chymuned ac yn defnyddio cyfleusterau'r gymuned, megis Canolfan y Babell yn gyson. I geisio lliniaru'r effaith ar y gymuned nodir rai cyfleoedd posib i sicrhau fod cymuned Llanaelhaearn yn ymwybodol o weithgarwch yr ysgol amgen, ac anogir cydweithio cymunedol rhwng Ysgol Bro Plenydd a chymuned Llanaelhaearn, lle'n briodol.

Mae'r cynigiwr yn nodi bod gan adeilad Ysgol Bro Plenydd gyfleusterau cyfystyr ac Ysgol Llanaelhaearn i gynnig darpariaeth arbenigol sy'n addas ar gyfer disgyblion ag

anghenion dysgu ychwanegol. Fodd bynnag, nid yw'n nodi'n ddigon clir yr effaith ar ddisgyblion ag Anghenion Addysgol Arbennig ac nid yw'r cynnig yn ystyried trefniadau hygyrchedd i ddisgyblion ag anabledd.

Mae'r cynigiwr wedi nodi'r anfanteision o'r cynnig hwn, yn cynnwys adleoli disgyblion, diswyddo staff, diddymu'r corff llywodraethol, a chodiad yng nghostau cludiant. Mae'r awdurdod lleol wedi ystyried yr anfanteision ac yn nodi y byddant yn darparu cludiant i ddisgyblion cymwys yn unol â'u polisi cludiant. Byddant hefyd yn ymgynghori yn benodol â staff a chynrychiolwyr yr undebau fel rhan o'r cyfnod ymgynghori statudol. Bydd unrhyw ddiswyddiadau sy'n deillio o'r cynnig yn cydymffurfio â'r gyfraith gyflogaeth angenrheidiol a chynllun diswyddo Gwynedd a bydd cyfleoedd i staff drafod eu sefyllfa gydag aelodau o'r gwasanaeth adnoddau dynol .

Ymddengys bod y cynnig yn darparu cyfleoedd buddiol i randdeiliaid, sefydliadau ac aelodau'r cyhoedd ymateb i'r cynnig. Mae cyfle i gynrychiolwyr sefydliadau ymateb i'r ymgynghoriadau.

Ar y cyfan mae'r cynigiwr wedi rhoi ystyriaeth ddigonol i effaith a chost y cynigion ar drefniadau teithio disgyblion ond nid ar hygyrchedd y ddarpariaeth deithio ar gyfer disgyblion ag anghenion arbennig. Mae Ysgol Llanaelhaearn wedi ei leoli 3.6 milltir o safle presennol Ysgol Bro Plenydd a rhagwelir y byddai'r daith oddeutu 5 munud bob ffordd mewn car neu fws. Byddai cludiant yn cael ei ddarparu yn unol â Pholisi Cludiant ysgolion y Sir.

Agweddau addysgol ar y cynnig

Mae'r cynigiwr yn rhoi ystyriaeth bwrpasol i effaith y cynigion ar ansawdd y deilliannau, y ddarpariaeth a'r arweinyddiaeth yn yr ysgolion. Mae'n cyfeirio'n berthnasol at ddeilliannau adroddiadau arolygu diweddaraf Estyn ar Ysgol Llanaelhaearn ac Ysgol Bro Plenydd, a'u categorïau a band cymorth. Yn mesurau hyn i gyd mae Ysgol Bro Plenydd yn gryfach nac Ysgol Llanaelhaearn. Mae'n dod i'r casgliad rhesymol nad yw'n rhagweld unrhyw effeithiau negyddol ar ansawdd safonau addysg, lles, profiadau dysgu neu arweinyddiaeth. O ganlyniad, mae tebygolrwydd cryf y bydd y cynnig hwn o leiaf yn debygol o gynnal, os nad gwella, y safonau, y ddarpariaeth a'r arweinyddiaeth bresennol.

Mae'n debygol y bydd yr opsiwn o gau Ysgol Llanaelhaearn yn datrys y sefyllfa fregus o ran diffyg trefniadau arweinyddiaeth wydn yn yr ysgol honno. Byddai gwireddu'r opsiwn hefyd yn debygol o wella profiadau cymdeithasol ac addysgu'r disgyblion drwy roi cyfleoedd i ddisgyblion gael eu haddysgu mewn grwpiau o gyfoedion sydd â llawer llai o amrediad oedran.

Noda'r cynigiwr hefyd yr amrywiaeth ehangach o gyfleusterau a fydd ar gael, a mynediad gwell at adnoddau a staffio. Mae'n cyfeirio y gall ysgolion gyda niferoedd uwch o blant gynig strwythur mwy cadarn i gynllunio a darparu'r cwricwlwm. Yn ogystal, gellir canoli nifer o gyfrifoldebau megis rhai yn ymwneud a'r cwricwlwm a materion rheolaethol, sy'n gallu bod yn faich i sefydliadau bach, e.e. trefniadau arfarnu, cynlluniau datblygu, rheoli perfformiad..

Mae'r cynigiwr wedi cynnal asesiad o effaith y cynnig ar gydraddoldeb ac yn honni'n rhesymol na ddylai'r cynnig gael effaith andwyol ar unrhyw grwpiau penodol. Fodd bynnag, nid cynigiwr wedi rhoi ystyriaeth briodol i aflonyddwch posibl ar ddisgyblion presennol.

Estyn's response to the proposal by Gwynedd Council to close Ysgol Llanaelhaearn on 31st August 2020.

Introduction

This report has been prepared by Her Majesty's Inspectors of Education and Training in Wales.

Under the terms of the School Standards and Organisation (Wales) Act 2013 and its associated Code, proposers are required to send consultation documents to Estyn. However Estyn is not a body which is required to act in accordance with the Code and the Act places no statutory requirements on Estyn in respect of school organisation matters. Therefore as a body being consulted, Estyn will provide their opinion only on the overall merits of school organisation proposals.

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer.

Summary/Conclusion

This is a consultation proposal by Gwynedd County Council. The proposal is as follows:

- to close Ysgol Llanaelhaearn on 31st August 2020
- to provide a place for pupils as Ysgol Bro Plenydd

The Council has considered a range of appropriate options and chosen the above proposal.

Estyn is of the opinion that this proposal is likely to at least maintain the current standard of education.

Description and benefits

As the proposer is proposing to close a rural school, it has identified clearly the reasons for the proposal and the careful considerations behind it. It also identifies other benefits, such as the positive effect in terms of cost-effectiveness to the education authority and reducing the number of surplus places. It identifies the key challenges that the school faces and how it will address them through the proposal to close the school. The main challenges that are identified are as follows:

- the school's vulnerable situation following a significant decline in pupil numbers, with eight pupils on roll in September 2019
- the lack of experiences for pupils to socialise and work in pairs and groups on a daily basis
- projections show that there will be a further decline, with 5 pupils on roll by 2021
- very small class sizes, as the eight pupils are taught in two classes (one class of three pupils and one class of five pupils)
- the significant cost per pupil of maintaining the school (£12,671 compared with the county-wide average of £3,884)
- uncertainty in terms of permanent leadership

- losing children to nearby schools (14 went to three other schools in September 2018)

The proposer identifies clearly the expected advantages and disadvantages in comparison with the status quo. It considers other possible options and has given appropriate reasons why these have been disregarded. Llanaelhaearn School Review Panel (SRP) was established, including the school's headteacher, governors the Local Member, parents and staff. A series of meetings were held to consider eight options. These include do nothing, change the staffing structure, establish an early years observation unit, federalisation, establish childcare provision or close the school. It was decided to explore two options, namely federalise or close the school.

The proposer outlines the benefits, disadvantages and potential risks appropriately and identifies its favoured option, which is to close Ysgol Llanaelhaearn on 31st August 2020 and provide a place for pupils at Ysgol Bro Plenydd from 1st September 2020.

The possibility of federating with a variety of nearby schools was considered, specifically Yr Eifl, Bro Plenydd, Llangybi, Pentreuchaf and Chwilog. Valid reasons are provided for selecting Ysgol Bro Plenydd as the 'alternative school'. However, as pupil numbers at Ysgol Llanaelhaearn have reached a critical situation with 8 pupils on roll, the federalisation assessment showed that this option did not respond to the main challenges that the school faces. School numbers would remain low and class sizes would also continue to be small. It was also noted that there were no clear advantages to other schools of federating with Ysgol Llanaelhaearn.

The proposer states firmly why it favours the proposal of closing Ysgol Llanaelhaearn and refers to the clear benefits:

- to ensure permanent leadership
- to provide experiences for pupils to socialise and work with their peers on a daily basis
- to enable pupils to benefit from a range of curricular and extra-curricular experiences
- to educate children in classes of a more suitable size
- to reduce the number of surplus places (83% at Ysgol Llanaelhaearn)
- to reduce the cost per head range for all pupils in the county

The proposal gives appropriate consideration to provision for the Welsh language. It refers to implementing the local authority's Language Policy. It appears that there will be no negative effect on Welsh language provision for these pupils. Pupils would receive education in a school in which a higher percentage of pupils come from Welsh-speaking homes, and in a ward (Abererch) in which there is a higher percentage of Welsh speakers than in the Llanaelhaearn ward.

The proposer completed a useful assessment of the community impact of the option. The assessment shows that closing the school would have some negative effect, as the school is involved with its community and uses its community's facilities, such as Canolfan y Babell, on a regular basis. In order to try to mitigate the effect on the community, some potential opportunities are identified to ensure that the community

of Llanaelhaearn is aware of the alternative school's activities, and community co-operation will be encouraged between Ysgol Bro Plenydd and the community of Llanaelhaearn, where appropriate.

The proposer notes that Ysgol Bro Plenydd has similar facilities to Ysgol Llanaelhaearn to provide specialist provision that is suitable for pupils with additional learning needs. However, it does not identify clearly enough the effect on SEN pupils and the proposal does not consider accessibility arrangements for disabled pupils.

The proposer has identified the disadvantages of this proposal, including relocating pupils, staff redundancies, dissolving the governing body and an increase in transport costs. The local authority has considered the disadvantages and has noted that it will provide transport for eligible pupils in line with its transport policy. It will also consult specifically with staff and union representatives as part of the statutory consultation period. Any redundancies that derive from the proposal will comply with necessary employment law and Gwynedd redundancy scheme, and there will be opportunities for staff to discuss their situation with members of human resources.

The proposal appears to provide beneficial opportunities for stakeholders, organisations and members of the public to respond to the proposal. There is an opportunity to representatives of organisations to respond to the consultations.

On the whole, the proposer has given sufficient consideration to the effect and cost of the proposals on pupils' travel arrangements, but not to the accessibility of transport provision for pupils with special needs. Ysgol Llanaelhaearn is located 3.6 miles from the current site of Ysgol Bro Plenydd and it is anticipated that the journey would take around 5 minutes each way by car or bus. Transport would be provided in line with the county's School Transport Policy.

Educational aspects of the proposal

The proposer gives purposeful consideration to the effect of the proposals on the quality of outcomes, provision and leadership at the schools. It refers relevantly to the most recent Estyn inspection reports for Ysgol Llanaelhaearn and Ysgol Bro Plenydd, and their categories and support bands. In all of these measures, Ysgol Bro Plenydd is stronger than Ysgol Llanaelhaearn. The proposer comes to the reasonable conclusion that it does not anticipate any negative effects on standards of education, wellbeing, learning experiences and leadership. As a result, there is a strong likelihood that this proposal is at least likely to maintain, if not improve, the existing standards, provision and leadership.

It is likely that the option to close Ysgol Llanaelhaearn will solve the vulnerable situation in terms of the lack of robust leadership arrangements at the school. Implementing this option would also be likely to improve pupils' social and educational experiences by providing opportunities for pupils to be taught in peer groups with much smaller age ranges.

The proposer also identifies the wider variety of facilities that would be available, in addition to better access to resources and staffing. It refers to the fact that schools with a higher number of pupils are able to provide a more robust structure for planning and delivering the curriculum. In addition, a number of responsibilities can be centralised, such as those relating to the curriculum and management issues, which can be a burden for small organisations e.g. evaluation arrangements, development plans, performance management.

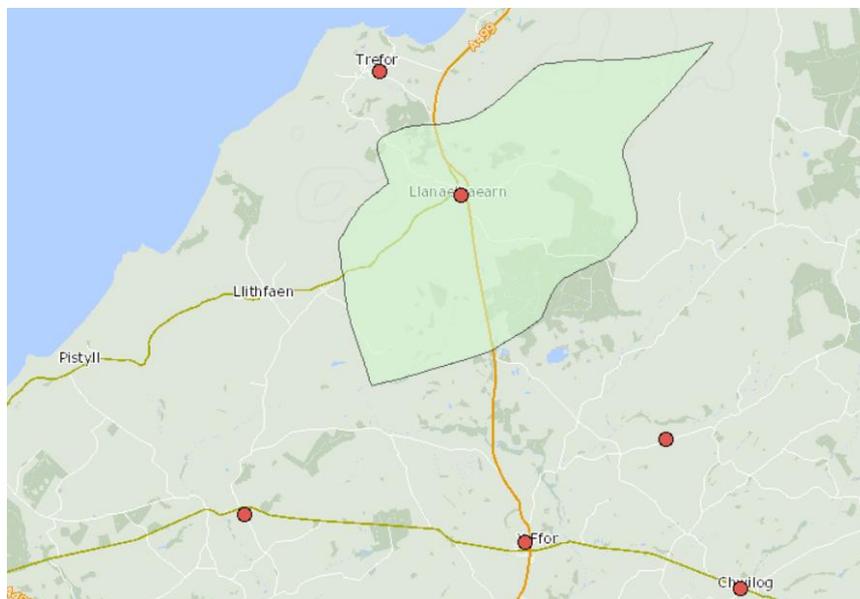
The proposer has conducted an equality impact assessment and asserts reasonably that the proposal should not have a detrimental effect on any particular group. However, the proposer has not given appropriate consideration to the possible disruption for existing pupils.

Appendix D



Impact Assessments Ysgol Llanaelhaearn

Assessment of the Probable Impact on the Quality and Standards of Education
Assessment of the probable impact on travel arrangements
Assessment of the probable impact on the Community
Language Impact Assessment
Well-being Assessment
Equality Assessment



Quality and Standards in Education Assessment Report - Ysgol Llanaelhaearn

- February 2020

Contents

1. INTRODUCTION
2. SUMMARY
3. ASSESSMENT OF IMPACT ON QUALITY AND STANDARDS OF EDUCATION
4. CONCLUSION

1. INTRODUCTION

On 4th June 2019, Gwynedd Council's Cabinet allowed the Education Department to *'hold formal meetings with the governing body and other relevant stakeholders to discuss a range of possible options for the future of the school'* as a result of the Education Department concerns regarding a significant drop in numbers attending school.

In accordance with the requirements of the School Organisation Code 011/2018, which includes 'The presumption against the closure of rural schools', an assessment of the likely impact on quality and standards of education of any reasonable option needs to be undertaken that can address the main challenges the school faces. For the purpose of the Code, Ysgol Llanaelhaearn is designated as a 'Rural School'.

"This second edition of the Code makes special arrangements in regard to rural schools establishing a procedural presumption against their closure. This requires proposers to follow a more detailed set of procedures and requirements in formulating a rural school closure proposal and in consulting on and reaching a decision as to whether to implement a rural school closure proposal.

This does not mean that a rural school will never close but the case for closure must be strong and all viable alternatives to closure must have been conscientiously considered by the proposer, including federation."

Source: School Organisation Code 011 /2018

Ysgol Llanaelhaearn is located in the centre of the village of Llanaelhaearn, which is between Pwllheli and Caernarfon. The School has a Nursery to Year 6 capacity of 53, with 8 pupils aged 3-11 attending the school (September 2019 Census). All pupils live in the Llanaelhaearn catchment area.

The number of pupils attending the school have decreased significantly since 2013, when there were over 40 pupils at the school. The 8 pupils now attending are taught in two classes with three pupils in one class and five pupils in the other.

On the 24th June 2019, a meeting was held to review the school's situation, at which a number of options were put forward for consideration for the future of the school. Further meetings were held in September to evaluate the options and identify the options that would be reasonable to try to solve the challenge of low pupil numbers at the school.

On November 5th 2019, Gwynedd Council's Cabinet agreed to begin a period of statutory consultation in accordance with the requirements of section 48 of the School Standards and Organisation (Wales) Act 2013 on the proposed proposal to close Ysgol Llanaelhaearn on 31 August 2020 and to provide places for pupils at Ysgol Bro Plenydd, Y Ffôr, on 1 September 2020.

A Statutory Consultation was held between 16 December 2019 and 29 January 2020. Eight responses to the consultations were received.

2. SUMMARY

Ysgol Llanaelhaearn was last inspected by Estyn in 2015 where it was concluded that the school's current performance and prospects for improvement were adequate. It is acknowledged that the school has been on a journey of improvement since the inspection period and that several Headteachers have led the school since then.

In 2019 the school was placed in the yellow category in terms of support and the ability of school to improve by the Welsh Government.

Below is a summary of the latest reports of neighbouring schools, or schools that are subject to any of the reasonable options for the future of Ysgol Llanaelhaearn.

2.1 Ysgol Llanaelhaearn

Ysgol Llanaelhaearn is located in the centre of the village of Llanaelhaearn, which is between Pwllheli and Caernarfon in Gwynedd. The school's catchment area includes the village and the surrounding area, which is located between the catchment areas of Ysgol Yr Eifl (Trefor), Ysgol Llanybi, Ysgol Bro Plenydd (Y Ffôr) and Ysgol Pentreuchaf. Ysgol Llanaelhaearn was last inspected in 2015, when there were 28 pupils on the register, taught in two mixed-age classes.

It is also recognised that due to the low pupil to teacher ratio currently at Ysgol Llanaelhaearn, the children are making good progress.

School	Year of Inspection	How good are the outcomes?	How good is the provision?	How good are leadership and management?	Level of Progression (if appropriate)		Welsh Government Support Category 2019
Llanaelhaearn	April 2015	Adequate	Adequate	Unsatisfactory	October 2016	Good Progress	Yellow

2.2 Other Schools in the Area

School	Year of Inspection	How good are the outcomes?	How good is the provision?	How good are leadership and management?	Level of Progression (if appropriate)		Welsh Government Support Category 2019
Yr Eifl	December 2014	Adequate	Good	Adequate	June 2016	Good Progress	Yellow
Bro Plenydd	February 2015	Good	Good	Good	-	-	Green
Chwilog	January 2013	Adequate	Adequate	Unsatisfactory	April 2014	Significant Improvement	Yellow

The table below summarises Estyn inspection report which has been inspected since September 2017, when Estyn introduced the five areas of review:

School	Year of Inspection	Standards	Well-being and attitudes to learning	Teaching and learning experiences	Care, support and guidance	Leadership and management	Welsh Government Support Category 2019
Llangybi	December 2018	Good	Good	Good	Good	Good	Yellow
Pentreuchaf	April 2019	Good	Good	Good	Good	Good	Green

3. ASSESSMENT OF IMPACT ON QUALITY AND STANDARDS OF EDUCATION

This assessment has been carried out on two options that would offer advantages to the school's current situation, namely to federate with another school or schools, or closing the school and pupils being educated at an alternative school.

These options, in addition to do nothing and continue the *status quo*, are detailed below.

- *Do nothing – continue with the current structure of the school.*

Retaining the current system would mean that Ysgol Llanaelhaearn would continue in the same way, with the same staffing structure. There would be a Strategic Head at Ysgol Llanaelhaearn, Garndolbenmaen and Chwilog who would spend 1 day a week leading Ysgol Llanaelhaearn.

The pupils would continue to be taught by a full-time teacher and a senior assistant.

- *To federalise with another school (s)*

Ysgol Llanaelhaearn would form a formal, legal federal model with a neighbouring school or schools. Geographically, the schools that would be reasonable to consider would be one or more of the following; Yr Eifl, Llangybi, Bro Plenydd, Chwilog, or Pentreuchaf.

This would mean that the schools remain separate but the Governing Bodies are abolished, and a single Governing Body is elected for the Federation. The schools budgets would remain as they are.

Forming a formal federation with another school or schools would strengthen the school's leadership and increase opportunities for pupils to collaborate and socialise with peers.

- *Close Ysgol Llanaelhaearn and pupils to be educated at an alternative school*

This would mean to close Ysgol Llanaelhaearn, and current pupils would transfer to Ysgol Bro Plenydd (the alternative school).

Responses to the statutory consultation suggest that some of the parents will choose to apply for their children to transfer to Ysgol Chwilog, rather than attend Ysgol Bro Plenydd. In line with the Authority's admissions policy, parents have a right to apply for a place for their pupils at a school of their choice.

In their response to the consultation, Estyn noted:

"The proposer gives purposeful consideration to the effect of the proposals on the quality of outcomes, provision and leadership at the schools. It refers relevantly to the most recent Estyn inspection reports for Ysgol Llanaelhaearn and Ysgol Bro Plenydd, and their categories and support bands. In all of these measures, Ysgol Bro Plenydd is stronger than Ysgol Llanaelhaearn. The proposer comes to the reasonable conclusion that it does not anticipate any negative effects on standards of education, wellbeing, learning experiences and leadership. As a result, there is a strong likelihood that this proposal is at least likely to maintain, if not improve, the existing standards, provision and leadership."

DO NOTHING - ASSESSMENT OF IMPACT ON QUALITY AND STANDARDS OF EDUCATION

Positive	Neutral	Negative
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Impact Criteria	Description	The impact and status of work
Standards and general progress of specific groups and in terms of skills	No Change	Neutral
Well-being and attitude to learning	No Change	Neutral
Teaching and learning experiences	No Change	Neutral
Care guidance and support	No Change	Neutral
Leadership and management	No Change	Neutral
Vulnerable groups, including children with Additional Learning Needs (ALN)	No Change	Neutral
Provision that is at least commensurate with what is currently available to learners (including those with ALN)	No Change	Neutral

The above assessment is based on the information of Ysgol Llanaelhaearn's Estyn report April 2015.

FEDERALISATION - ASSESSMENT OF IMPACT ON QUALITY AND STANDARDS OF EDUCATION

Positive	Neutral	Negative
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Impact Criteria	Description	The impact and status of work
Standards and general progress of specific groups and in terms of skills	No negative impact on these criteria is envisaged through federalisation with a neighbouring school. All of the schools in question are at least in the same category as Llanaelhaearn	Neutral
Well-being and attitude to learning	No negative impact on these criteria is envisaged through federalisation with a neighbouring school. All of the schools in question are at least in the same category as Llanaelhaearn	Neutral
Teaching and learning experiences	The current arrangement of working with Ysgol Chwilog provides pupils with transition experiences and opportunities. A federal model would likely include the same opportunities, with the potential to expand on this.	Positive
Care guidance and support	No negative impact on these criteria is envisaged through federalisation with a neighbouring school. All of the schools in question are at least in the same category as Llanaelhaearn.	Neutral
Leadership and management	Save the Headteacher's time by planning across the federation rather than in individual schools.	Positive
Vulnerable groups, including children with Additional Learning Needs (ALN)	Provisions for vulnerable groups would not change under a federal model.	Neutral
Provision that is at least commensurate with what is currently available to learners (including those with ALN)	No change as Ysgol Llanaelhaearn will continue.	Neutral

The above assessment has been based on the information of Ysgol Llanaelhaearn's Estyn report April 2015; Ysgol Bro Plenydd February 2015; Ysgol Chwilog, April 2014; Ysgol Llanybi 2018 and Ysgol Pentreuchaf 2019.

TO CLOSE YSGOL LLANAELHAERN AND PUPILS TAUGHT AT AN ALTERNATIVE SCHOOL - ASSESSMENT OF IMPACT ON QUALITY AND STANDARDS OF EDUCATION

Positive	Neutral	Negative
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Impact Criteria	Description	The impact and status of work
Standards and general progress of specific groups and in terms of skills	'Adequate' was the result of Estyn survey for the standards indicators at Ysgol Llanaelhaearn, whilst Ysgol Bro Plenydd was 'Good'. Therefore, based on the information from the last survey (2015) educating the children at Ysgol Bro Plenydd would have a positive effect.	Positive
Well-being and attitude to learning	'Adequate' was the result of the Estyn survey for the wellbeing indicators at Ysgol Llanaelhaearn and Ysgol Bro Plenydd during their most recent survey (2015), therefore based on these reports no impact is anticipated.	Neutral
Teaching and learning experiences	'Adequate' was the result of these indicators at Ysgol Llanaelhaearn, whilst Ysgol Bro Plenydd was 'Good' according to Estyn in 2015. It is therefore anticipated that this model could have a positive impact on teaching and learning experiences. Education at Ysgol Bro Plenydd would involve teaching in larger groups and with peers to broaden their experiences.	Positive
Care guidance and support	'Adequate' was the result of these indicators at Ysgol Llanaelhaearn, whilst Ysgol Bro Plenydd was 'Good' according to Estyn in 2015. It is therefore anticipated that this model could have a positive impact on teaching and learning experiences.	Positive
Leadership and management	During their last Estyn review, in February 2015, Ysgol Bro Plenydd was categorized as 'Good' for all aspects of 'leadership and management'. Ysgol Llanaelhaearn was categorised as 'adequate' with the 'Leadership' area being specifically 'unsatisfactory'. However, the school met its prospects for improvement.	Positive
Vulnerable groups, including children with Additional Learning Needs (ALN)	Support for vulnerable groups including children with additional learning needs is provided in accordance with the Authority's policy, which is a standard in all Gwynedd schools.	Neutral
Provision that is at least commensurate with what is currently available to learners (including those with ALN)	The alternative school has been categorized as 'A' in terms of condition, compared to Ysgol Llanaelhaearn which is categorised as 'B'.	Positive

The above assessment has been based on the information of Ysgol Llanaelhaearn Estyn report April 2015, and Ysgol Bro Plenydd, February 2015.

4. CONCLUSIONS

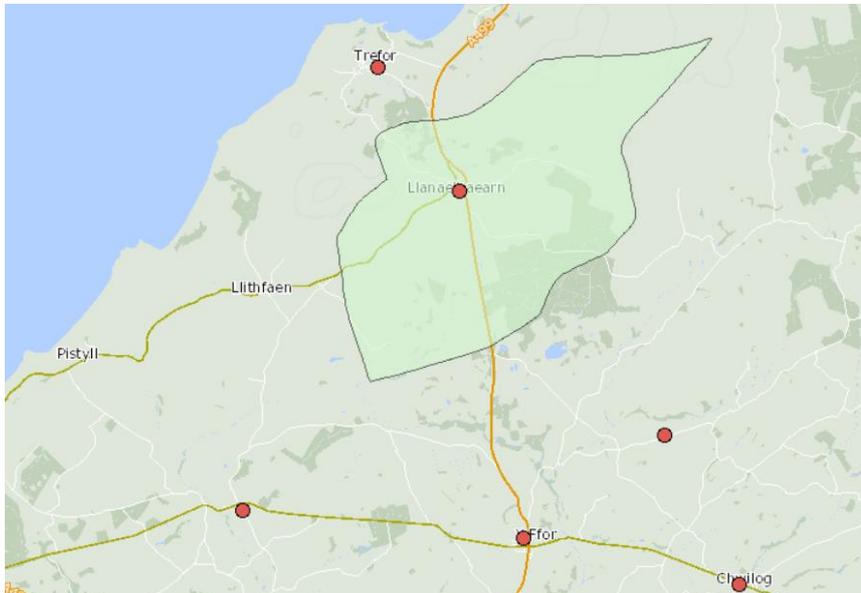
This assessment of the impact on the quality and standards of education demonstrated that introducing either options of federalisation, or closing Ysgol Llanaelhaearn and transferring the children to Ysgol Bro Plenydd is likely to be positive.

It is acknowledged that the low numbers of Ysgol Llanaelhaearn now mean that there is currently a low pupil to teacher ratio, and as a result the children are making good progress.

The information in this assessment on the most recent Estyn inspections on the schools in question indicates that each of the schools has been placed in a category at least equivalent to Ysgol Llanaelhaearn, and all of the schools placed in the yellow, or green, in terms of the level of Welsh Government support.

The responses received during the consultation do not change the conclusion of this assessment.

Although it is suggested that some parents of present Ysgol Llanaelhaearn pupils will apply to transfer their children to Ysgol Chwilog, the Council is still of the opinion that Ysgol Bro Plenydd is named as the 'alternative school' for the evident reasons noted in the consultation document. The Authority notes the parents' preference, and they will need to discuss the availability of pupil places at Ysgol Chwilog with the Headteacher.



Assessment Report of the likely impact on different travelling arrangements - Ysgol Llanaelhaearn

- February 2020

- 1. INTRODUCTION**
- 2. OPTIONS**
- 3. ASSESSMENT OF THE IMPACT ON TRANSPORT ARRANGEMENTS**
- 4. CONCLUSION**

1. INTRODUCTION

In accordance with the Schools Organisation Code 011/2018, which includes 'a Presumption Against the Closure of Rural Schools', an assessment is required on the likely impact that any reasonable option proposed to resolve the main challenges facing the school would have on various transport arrangements. Ysgol Llanaelhaearn has been designated as a Rural School for the purpose of the Code.

"This second edition of the Code makes special arrangements in regard to rural schools, establishing a procedural presumption against their closure. This requires proposers to follow a more detailed set of procedures and requirements in formulating a rural school closure proposal and in consulting on and reaching a decision as to whether to implement a rural school closure proposal."

"This does not mean that a rural school will never close but the case for closure must be strong and all viable alternatives to closure must have been conscientiously considered by the proposer, including federation."

Source: The Schools Organisation Code 011/2018

Ysgol Llanaelhaearn is located in the centre of the village of Llanaelhaearn, which is between Pwllheli and Caernarfon. The School has a Nursery to Year 6 capacity of 53, with 8 pupils aged 3-11 attending the school (September 2019 Census). All pupils live in the Llanaelhaearn catchment area.

The number of pupils attending the school have decreased significantly since 2013, when there were over 40 pupils at the school. The 8 pupils now attending are taught in two classes with three pupils in one class and five pupils in the other.

On the 24th June 2019, a meeting was held to review the school's situation, at which a number of options were put forward for consideration for the future of the school. Further meetings were held in September to evaluate the options and identify the options that would be reasonable to try to solve the challenge of low pupil numbers at the school.

On November 5th 2019, Gwynedd Council's Cabinet agreed to begin a period of statutory consultation in accordance with the requirements of section 48 of the School Standards and Organisation (Wales) Act 2013 on the proposed proposal to close Ysgol Llanaelhaearn on 31 August 2020 and to provide places for pupils at Ysgol Bro Plenydd, Y Ffôr, on 1 September 2020.

A statutory consultation was held between 16 December 2019 and 29 January 2020 and 8 responses to the consultation were received.

1.1 Gwynedd Council Transport Policy

The 'Excellent primary education for children in Gwynedd' strategy aims to restrict travel from home to school to a one-way journey of no more than 30 minutes.

Gwynedd Council provides free transport for learners who live two or more miles from the school in their catchment area, or the closest school (not including nursery pupils). Learners who receive a primary education are expected (except for learners with additional learning needs or disabilities), to walk up to two miles to meet any modes of transport provided by Gwynedd Council. The transport policy can be viewed in the Parent's Handbook: (<https://www.gwynedd.llyw.cymru/en/Residents/Documents-Residents/Schools-and-learning-documents/Guide-Book.pdf>).

1.2 Context of Ysgol Llanaelhaearn

On the September 2018 census day, 38 primary age children lived in the catchment area of Ysgol Llanaelhaearn, 27 of whom attended out-of-catchment schools and 11 of whom attended Ysgol Llanaelhaearn. No children who live outside the Llanaelhaearn catchment area attend the school, as the table below shows:

		Dalgyrch Cartref / Home Catchment Area (Medi / September 2018)						Cyfanswm Ysgol School Total	
		Llanaelhaearn	Bro Plenydd	Llangybi	Yr Eifl	Chwilog	Pentreuchaf		Arall
Mynychu Ysgol / School Attending (Medi / September 2018)	Llanaelhaearn	11	-	-	-	-	-	-	11
	Bro Plenydd	6	38	12	-	6	2	13	77
	Llangybi	3	-	29	-	2	1	3	38
	Yr Eifl	-	-	-	58	-	-	1	59
	Chwilog	-	-	1	-	47	-	4	52
	Pentreuchaf	5	5	-	1	3	39	44	97
	Arall	14	6	5	5	12	15		
Cyfanswm Dalgyrch Catchment Area Total		39	49	47	64	70	57		

Source: September 2018 Census

2. OPTIONS

This assessment has been carried out on two options that would offer advantages over the school's current situation, namely federalisation with another school or schools, or to close the school and for the pupils to be educated at an alternative school.

These options, in addition to doing nothing and continuing with the status quo, have been detailed below.

- *Do nothing - continue with the school's current structure.*

Keeping to the status quo would mean that Ysgol Llanaelhaearn would continue in the same way, with the same staffing structure. There would be a Strategic Head-teacher for Ysgol Llanaelhaearn, Garndolbenmaen and Chwilog who would spend one day a week leading Ysgol Llanaelhaearn.

The pupils would continue to be educated by a full-time teacher and an assistant.

This options would not impact current transport arrangements, as the pupils would continue to be educated at Ysgol Llanaelhaearn.

- *To federate with another School / Schools*

Ysgol Llanaelhaearn would form a legal, formal federal model with another nearby school or schools. Geographically, the schools that could reasonably be considered are one or more of the following schools: Yr Eifl, Llangybi, Bro Plenydd, Chwilog or Pentreuchaf.

This means that the schools would remain separate but the Governing Bodies would be dissolved, and a single Governing Body would be elected for the Federation. The schools' budgets would remain as they are.

Forming a formal federation with another school or schools would strengthen the school's leadership and increase opportunities for pupils to collaborate and socialise with peers.

This option would have no impact on current transport arrangements, as the pupils would continue to be educated at Ysgol Llanaelhaearn.

- *Close Ysgol Llanaelhaearn and for the pupils to be educated at an alternative school*

This means that Ysgol Llanaelhaearn would close, and the existing pupils would transfer to an alternative school.

This model would have an impact on transport arrangements, as the pupils would be educated at an alternative school. Ysgol Bro Plenydd, Y Ffôr, is the alternative school that forms part of the proposal. The likely effect of this option on different transport arrangements is detailed in Section 3 of this assessment.

Since Ysgol Bro Plenydd is 3.6 miles from Ysgol Llanaelhaearn, Gwynedd Council would have to provide transport for pupils attending Ysgol Bro Plenydd who live more than two miles from the school, in line with the Authority's Transport Policy.

3. ASSESSMENT OF THE IMPACT ON TRANSPORT ARRANGEMENTS

3.1. Location of the alternative school

Ysgol Bro Plenydd, Y Ffôr, is 3.6 miles from Ysgol Llanaelhaearn. The school is close to the A499 with access to the school site off this road. This makes it convenient to travel between Llanaelhaearn and Y Ffôr in a car or on public transport.

3.2. Transport options

In line with Gwynedd Council's transport policy, the Authority would arrange for taxis or a mini-bus to transport pupils from the Llanaelhaearn catchment to the alternative school. And, as noted in this policy, learners receiving primary or secondary education (with the exception of learners with additional learning needs or disabilities) would be expected to walk up to two miles to meet any modes of transport provided by Gwynedd Council along the shortest route.

The shortest route available is the route which is not deemed by the Council to be especially dangerous, after assessing the other routes available for the journey, and these routes would be assessed in line with Gwynedd Council's transport policy.

It is noted that several school buses operate in the area. None of the primary school buses run between Llanaelhaearn and Y Ffôr that could be used for this purpose.

Ysgol Glan y Môr bus travels through both villages. However, it is not customary for primary school children to use secondary school buses.

TREFOR - YSGOL GLAN Y MÔR **311**
 Cerbydau Berwyn - 01286 660 315

Trefor	0810
Llanaelhaearn	0815
Y Ffor	0820
Ysgol Glan Y Mor	0830

Ysgol Glan Y Mor	1525
Y Ffor	1535
Llanaelhaearn	1540
Trefor	1545

Ysgol Glan y Môr bus timetable

It is also noted that a service bus has a service between the two villages (timetable below).

Pwllheli - Trefor - Caernarfon		BERWYN / CLYNNOC AND TREFOR														12
Llun i Sadwrn Dim ar Wyliau Cyhoeddus		Monday to Saturday Except Public Holidays														
		of/from 01/04/18														
PWLLHELLI , Gorsaf Bws/Bus Station (C)	....	0740	0840	0940	1040	1140	1240	1340	1440	1550	1640	1740	1825	1945	2115	2240
Pwllheli, Ysbyty Bryn Beryl	....	0745	0845	0945	1045	1145	1245	1345	1445	1555	1645	1745	1830	1950	2120	2245
Y Ffôr	....	0748	0848	0948	1048	1148	1248	1348	1448	1558	1648	1748	1833	1953	2123	2248
Llanaelhaearn	....	0754	0854	0954	1054	1154	1254	1354	1454	1604	1654	1754	1839	1959	2129	2254
Llanaelhaearn	0711	0801	0906	1011	1111	1211	1311	1411	1511	1611	1711	1811	1931	2104	2229	....
Y Ffôr	0717	0807	0912	1017	1117	1217	1317	1417	1517	1617	1717	1817	1937	2107	2232	....
Pwllheli, Ysbyty Bryn Beryl	0720	0810	0915	1020	1120	1220	1320	1420	1520	1620	1720	1820	1940	2110	2235	....
PWLLHELLI , Gorsaf Bws/Bus Station (C)	0725	0815	0920	1025	1125	1225	1325	1425	1525	1625	1725	1825	1945	2115	2240	....

Public transport timetable

3.3. Financial impact

Below is a summary of the financial impact on transport arrangements:

Alternative school (option)	Distance from Ysgol Llanaelhaearn (miles)	Transport costs from the centre of Llanaelhaearn village to the alternative school
Minibus / taxi for eight pupils.	3.6	£11,400

	The probable impact on travel arrangements for learners	The assessment of the probable annual financial impact on travel arrangements for the Authority
Do nothing	No change	£0
Federalise formally with another school or other schools	No change	£0
Closing Ysgol Llanaelhaearn and moving the pupils to be educated at Ysgol Bro Plenydd, Y Ffôr - transport for eight pupils.	Convene at an agreed place to catch the bus.	£11,400

It is noted that seven pupils who live in the Llanaelhaearn catchment area already attend Ysgol Bro Plenydd (2018 data).

If the Ysgol Bro Plenydd catchment area were to be modified to include the Ysgol Llanaelhaearn catchment area in future, then it is anticipated that:

- Transport costs for the current Ysgol Llanaelhaearn pupils and those pupils that already attend Ysgol Bro Plenydd, would be approximately £19,000 a year.
- The transport costs for all pupils in the Ysgol Llanaelhaearn catchment area, if they all decided to attend Ysgol Bro Plenydd in future, would be approximately £25,000 a year.

3.4. Statutory Consultation Responses

There were eight responses to the statutory consultation along with the responses to the children and young people consultation. Many of the responses suggest that many of the parents are likely to apply for their children to transfer to Ysgol Chwilog, rather than transfer automatically to Ysgol Bro Plenydd.

Parents have the right to apply for admissions or transfer for their children to any school, in line with the Authority's admissions policy.

Fair reasons are given for their desire to attend Ysgol Chwilog, as Ysgol Llanaelhaearn pupils have been attending Ysgol Chwilog for two afternoons on a weekly basis for more than a year, and are already familiar with teachers and other pupils at the school. It is suggested that transferring to Ysgol Chwilog would be less disruptive for Ysgol Llanaelhaearn pupils, and for this reason, the Authority is considering providing transport for present Ysgol Llanaelhaearn pupils to Ysgol Chwilog or Ysgol Bro Plenydd from 1 September 2020. This would not change the 'Alternative School' as named in the proposal.

It is anticipated that realising this would not lead to an increase in transport costs, as transport can be shared with pupils choosing to attend Ysgol Bro Plenydd. Ysgol Chwilog is located 2.5 miles from Ysgol Bro Plenydd and their start and end times vary.

4. CONCLUSIONS

There would no impact on current travel and transport arrangements from introducing a model of formal federalisation, as the pupils would continue to be educated at Ysgol Llanaelhaearn.

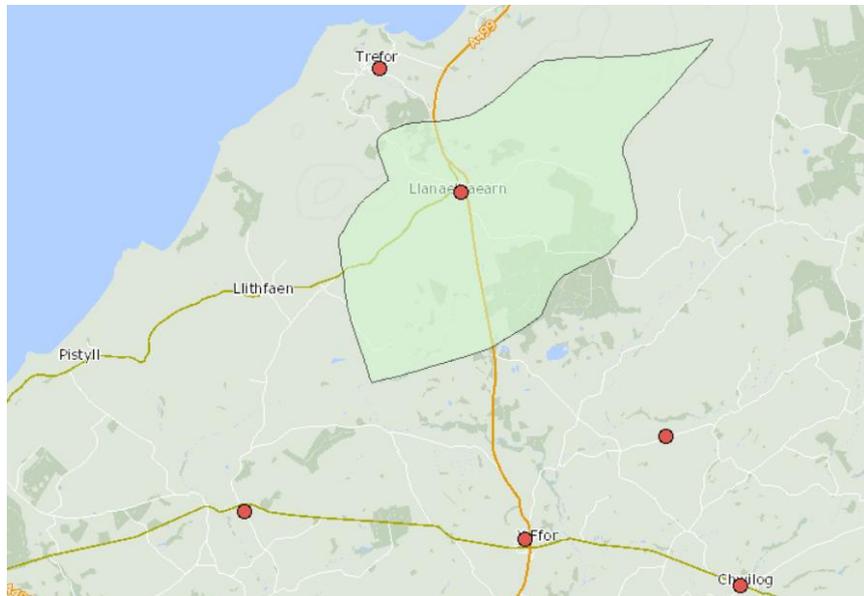
Implementing the proposal to close Ysgol Llanaelhaearn and offering the pupils an education at Ysgol Bro Plenydd, Y Ffôr, would have some impact on the children's travel arrangements, as it would for the Authority.

In accordance with the most recent data, from September 2018, 38 children live in the catchment area and 27 choose to attend other schools, of whom six already attend Ysgol Bro Plenydd.

This option would involve arranging a bus or taxi for the learners that would drop off the children at the car park at Ysgol Bro Plenydd.

This option would incur additional costs for the Authority. These costs are estimated to be approximately £11,400 to transport the eight existing pupils to Ysgol Bro Plenydd, and up to approximately £25,000 if all the children in the Ysgol Llanaelhaearn catchment area chose to attend Ysgol Bro Plenydd (subject to modifying the catchment areas for the future).

It is not anticipated that transport costs for present Ysgol Llanaelhaearn pupils to attend Ysgol Chwilog would vary from the estimated Transport costs to Ysgol Bro Plenydd.



Ysgol Llanaelhaearn Community Impact Assessment Report

- February 2020

- 1. PRESENTATION**
- 2. OPTIONS**
- 3. SUMMARY OF THE CATCHMENT AREA**
- 4. CATCHMENT AREA SCHOOL**
- 5. ASESAD O'R EFFAITH DEBYGOL AR Y GYMUNED**
- 6. CONCLUSION**

1. INTRODUCTION

On the 4th June 2019, Gwynedd Council's Cabinet authorised the Education Department 'to hold formal meetings with the governing body and other relevant stakeholders to discuss a range of potential options for the school's future' as a result of the concerns of the Education Department regarding a substantial decline in the numbers attending the school.

The Schools Organisation Code 011/2018 includes 'a Presumption against the Closure of Rural Schools'. Ysgol Llanaelhaearn has been designated as a Rural School for the purpose of the Code.

This means, as part of the statutory process, that there is a need to assess the likely impact on the community, in the case of every reasonable option, in accordance with the Schools Organisation Code 011/2018. This assessment derives from Welsh Government national guidance for schools reorganisation, including considerations of the unique needs of rural areas.

"In some areas, a school may also be the main focal point for community activity, and its closure could have implications beyond the issue of the provision of education. This may be a particular feature in rural areas if school buildings are used as a place to provide services to the local community."

"The case prepared by those bringing forward proposals should show that the impact of closure on the community has been assessed through the production of a Community Impact Assessment and how any community facilities currently provided by the school could be maintained."

Source: The Schools Organisation Code 011/2018

Ysgol Llanaelhaearn is located in the centre of the village of Llanaelhaearn between Pwllheli and Caernarfon. The school's capacity from Nursery to Year 6 is 53, with 8 pupils between 3 and 11 years of age attending the school (September 2019). All the pupils live in the Llanaelhaearn catchment area.

The number of pupils attending the school has fallen substantially since 2013, when over 40 pupils attended the school. The eight pupils who currently attend are educated in two classes, with three pupils in one class and five pupils in the other.

On 24 June 2019, a meeting was held to review the school's situation, at which several options were proposed for consideration of the school's future. Subsequent meetings were held during September to evaluate the options and identify the options that would be reasonable in an attempt to resolve the challenge that is facing the school, namely a low number of pupils.

On November 5th 2019, Gwynedd Council's Cabinet agreed to begin a period of statutory consultation in accordance with the requirements of section 48 of the School Standards and Organisation (Wales) Act 2013 on the proposed proposal to close Ysgol Llanaelhaearn on 31 August 2020 and to provide places for pupils at Ysgol Bro Plenydd, Y Ffôr, on 1 September 2020.

The statutory consultation was held between the 16th December 2019 and 29th January 2020. Eight responses to the consultation were received.

2. OPTIONS

This assessment has been carried out on two options that would offer advantages compared to the school's current situation, namely federalisation with another school or schools, or to close the school and for the pupils to be educated at an alternative school.

Those options, in addition to doing nothing and continuing with the current situation, have been detailed below.

- *Do nothing - continue with the school's current structure.*

Keeping the status quo would mean that Ysgol Llanaelhaearn would continue in the same way, with the same staffing structure. There would be a Strategic Headteacher for Ysgol Llanaelhaearn, Garndolbenmaen and Chwilog who would spend one day a week leading Ysgol Llanaelhaearn.

The pupils would continue to be educated by a full-time teacher and senior assistant.

- *Federalisation with another School / Schools*

Ysgol Llanaelhaearn would form a legal, formal federal model with another nearby school or schools. Geographically, the schools that could reasonably be considered are one or more of the following schools: Yr Eifl, Llangybi, Bro Plenydd, Chwilog or Pentreuchaf.

This means that the schools would remain separate but the Governing Bodies would be dissolved, and a single Governing Body would be elected for the Federation.

The schools' budgets would remain as they are, but with prospects to strengthen the school's leadership and increase opportunities for pupils to collaborate and socialise with peers.

- *Close Ysgol Llanaelhaearn and for the pupils to be educated at an alternative school*

This means that Ysgol Llanaelhaearn would close, and the current pupils would transfer to Ysgol Bro Plenydd (the alternative school).

3. SUMMARY OF THE CATCHMENT AREA

3.1 The Area

Ysgol Llanaelhaearn is located in the centre of the village of Llanaelhaearn between Pwllheli and Caernarfon in Gwynedd. The school's catchment area includes the village and nearby area, located between the catchment areas of Ysgol yr Eifl (Trefor), Ysgol Llangybi, Ysgol Bro Plenydd (Y Ffôr) and Ysgol Pentreuchaf.

The latest data (2011 census) shows that the population of the Llanaelhaearn ward is 1,683.

3.2 The Economy

65.9% of people aged between 16 and 74 years old within the Llanaelhaearn ward are economically active, 5.8% of whom are unemployed. 31.4% of people in the same age group are economically inactive, and 17.6% of whom either have a long-term illness or disability.

The type of industry in which the population is active varies in the area, with the highest rate (15.3%) working in the health and social work field.

According to the 'Welsh Index of Multiple Deprivation (2014)', the employment rate of the Llanaelhaearn ward, compared to other wards in Wales, is ranked 1095 out of 1909 wards. Therefore, the Llanaelhaearn ward is not within the 50% most deprived in Wales.

In 1974, Antur Aelhaearn was established - a social enterprise aiming to create work locally to keep families and young people in the area, and a number of projects and plans were introduced to the local area. The Antur remains operational to this day and is active working on projects such as the development of a disused chapel.

A number of businesses operate in the village, including a bakery, garage, B&B and a pet grooming business.

3.3 Deprivation

The Llanaelhaearn Ward (which is a broader area than the geographical area of the school's catchment area) is in the 40% most deprived wards in Wales (ranked 622 out of 1909 wards).

A number of fields are measured to draw up this general index, including income, employment, health, education, access to services, community safety, physical environment and housing.

Note that the Llanaelhaearn ward is within the 10% most deprived wards in Wales in the 'Housing' field. The indicators of this field are the proportion of people who live in an overcrowded home (bedroom use), and the proportion of people living in homes that do not have central heating.

In addition, the Llanaelhaearn ward is within the 10% most deprived areas in Wales in the 'access to services' field, i.e. deprivation, as people are unable to access the various services considered essential for daily living. The indicators include the average public transport and private travel times to a number of services such as supermarkets, surgeries, primary and secondary schools, post office, public library, pharmacy, leisure centre and private travel time to a petrol station.

Below is a summary of how the Llanaelhaearn area is placed in the context of other areas in Wales according to the Welsh Index of Multiple Deprivation (2014):

Area	Rank in Wales, out of 1909 areas. 1 = most deprived 1909 = least deprived	Most deprived % in Wales
Employment	1095	
Income	778	Within the 40-50% most deprived
Health	1075	
Education	994	Within the 40-50% most deprived
Housing	88	Within the 0-10% most deprived
Physical environment	1651	
Access to services	15	Within the 0-10% most deprived
Community Safety	1046	

3.4 The Community

A number of activities are held in Llanaelhaearn, including;

- Merched y Wawr
- Various courses in the Community Centre
- Playing Field Committee
- Eisteddfod Gadeiriol Aelhaearn
- Aelhaearn Memorial Committee
- Steering Committee
- Community Council

In addition, there are a number of facilities in the village, including St Aelhaearn Church / Cemetery, Surgery, Residential Home for the Elderly, Bakery, Canolfan y Babell, Playing Field, Football Pitch and Antur Aelhaearn. Members of Antur Aelhaearn have also been working on a project to develop the Chapel as a resource for the community, and this is located next to the Community Centre and the re-roofing work has been completed. A garden project is also in the pipeline.

4. CATCHMENT AREA SCHOOLS

4.1 Context of the schools according to Estyn inspections

As part of Estyn reports, the authors, i.e. the inspectors, will place the schools within their context and will detail their community connections. This is the context given to Ysgol Llanaelhaearn by Estyn inspectors.

Ysgol Llanaelhaearn

"Ysgol Llanaelhaearn is located in the centre of the village of Llanaelhaearn between Pwllheli and Caernarfon in Gwynedd. The school serves the village and nearby area"

Source: Estyn Report, April 2015

4.2 Schools' statistical information

The table below shows the numbers at Ysgol Llanaelhaearn, and other nearby schools, from nursery to year 6. Also shown in this table is the school's capacity and the number of surplus places. Each of these schools are community schools and they teach through the medium of Welsh.

School	Full Capacity (N – Yr6)	Number on roll September 2019 (N – Yr6)	Number of Surplus Places 2019 (N – Yr6)	Legal Category
Llanaelhaearn	53	8	45	Community school
Bro Plenydd	104	74	30	Community school
Llangybi	80	34	46	Community school
Pentreuchaf	119	98	21	Community school
Yr Eifl	62	56	6	Community school
Chwilog	74	52	22	Community school

Source: September 2019 Census

4.3 Information about the location of pupils' dwellings and choice of school

Every school has a specific catchment that it serves and this is important in relation to the Council's admissions and transport policy. Pupils do not have to attend their catchment area school, this is the parents' choice (in accordance with the admissions policy).

In comparison with the other catchment areas in the area, the number of pupils who move out of the school's catchment area is high. The latest data of pupils' homes shows that 39 children lived in the Llanaelhaearn catchment area last year (*September 2018 data*), 11 of whom attended the school. This has now fallen to eight pupils. This means that 72% of children who live in the catchment area of Ysgol Llanaelhaearn attend out-of-catchment area schools, according to 2018 data.

Another school in the area where a high number of children attend out-of-catchment area schools is the Ysgol Llangybi catchment area; 38% of children from the Ysgol Llangybi catchment area attended out-of-catchment

area schools in 2018, however, nine children who attend Ysgol Llangybi live outside the school's catchment area. No pupils living outside the Ysgol Llanaelhaearn catchment area attend the school.

		Dalgyrch Cartref / Home Catchment Area (Medi / September 2018)						Arall	Cyfanswm Ysgol School Total
		Llanaelhaearn	Bro Plenydd	Llangybi	Yr Eifl	Chwilog	Pentreuchaf		
Mynychu Ysgol / School Attending (Medi / September 2018)	Llanaelhaearn	11	-	-	-	-	-	-	11
	Bro Plenydd	6	38	12	-	6	2	13	77
	Llangybi	3	-	29	-	2	1	3	38
	Yr Eifl	-	-	-	58	-	-	1	59
	Chwilog	-	-	1	-	47	-	4	52
	Pentreuchaf	5	5	-	1	3	39	44	97
	Arall	14	6	5	5	12	15		
Cyfanswm Dalgyrch Catchment Area Total		39	49	47	64	70	57		

Source: September 2018 Census
*the above data is not available for 2019

The above table provides comprehensive information about the location of pupils' homes and their choice of school. The table below summarises how many pupils live in each catchment area, the number who live in the catchment area and attend the school, and the number of pupils who attend the school but live outside the catchment area.

School	Number living in the Catchment Area*	Number of children in the Catchment Area who attend the school*	Numbers who attend the school from outside the Catchment Area*
Llanaelhaearn	39	11	0
Yr Eifl	67	58	1
Llangybi	47	29	9
Bro Plenydd	49	38	38
Chwilog	70	47	5
Pentreuchaf	57	39	58

Source: September 2018 Census

4.4 Summary of the various facilities in the rural communities

The information below has been collected on the areas of the schools that would be affected by any of the models.

	Llanaelhaearn	Trefor	Chwilog	Y Ffôr	Pentreuchaf	Llangybi
Village Hall Community Centre	✓	✓	✓	✓	✓	
Chapel/Church	✓	✓	✓	✓	✓	✓
Public Transport	✓	✓	✓	✓	✓	✓
Shop	✓ (Bakery)	✓	✓ (Butcher)	✓	✓	
Café/Pub		✓			✓	✓
Post Office	✓ (van)	✓	✓ (Village Hall)	✓	✓ (van)	

Surgery/Pharmacy	✓	✓		✓		
Library	✓ (van)	✓ (van)	✓ (van)	✓	✓ (van)	
Children's Playing Field	✓	✓	✓	✓	✓	✓
Bank						
Residential Home for the Elderly	✓			GC Houses for the Elderly		
Leisure Centre						
Garage	✓	✓				
Tourism Attraction	✓ (Tre'r Ceiri)	✓				
Cylch Ti a Fi + Cylch Meithrin	✓	✓	✓		✓	

Source: *Headteachers' Questionnaires September 2019*

Ysgol Llanaelhaearn, and the other schools that are a part of this assessment, have 'Friends of the School' that hold fund-raising activities for the benefit of the school and the pupils.

As there is no hall in Ysgol Llanaelhaearn, the school makes regular use of nearby Canolfan y Babel.

It is acknowledged in a community impact questionnaire that members of the community visit Ysgol Llanaelhaearn regularly to assist with the learning experiences, and that the School has a Mini Bus, which enriches the children's experiences by enabling them to visit other schools and sites. Indeed, members of the communities of each of the schools included in this assessment visit the schools to hold activities with the pupils, such as a gardening or reading club.

4.5 Summary of the school's use outside the school's core hours

Currently, the Ysgol Llanaelhaearn school building is not used by the community. A summary of the community or extra-curricular use of the buildings of local schools is seen below:

	Llanaelhaearn	Trefor	Chwillog	Y Ffôr	Pentreuchaf	Llangybi
Play Groups (School holidays)						✓
Aelwyd yr Urdd		✓	✓	✓	✓	✓
Plays						
Voluntary Groups						
Coffee Morning/Evening			✓			
Community Auction						
Community Library						
Choir Practice						
Welsh for Adults						
Town/Community Council Meeting						
Cylch/Nursery School			✓	✓	✓	✓
Sports Club/Activity					✓	✓
After School Club		✓				
Local Interest Club						

Source: *Headteachers' Questionnaires September 2019*

4.6 Summary of activities or groups that the school are regularly involved with:

	Llanaelhaearn	Trefor	Chwilog	Y Ffôr	Pentreuchaf	Llangybi
Ti a Fi Group / Cylch Meithrin			✓	✓	✓	✓
Eisteddfodau (Local/County/National)	✓	✓	✓	✓	✓	✓
Urdd Adrannau		✓	✓	✓	✓	✓
Visits to Glan Llyn / Llangrannog / Cardiff	✓	✓	✓	✓	✓	✓
Other activities (sports, clubs)		✓	✓	✓	✓	✓

Source: Headteachers' Questionnaires September 2019

4.7 If buildings, rooms, facilities or services are provided by the school for the community, where will they be provided if the school is closed?

School	Where will facilities be provided if the school is closed?
Llanaelhaearn	<p>Currently, the community makes no use of the Ysgol Llanaelhaearn school building, therefore, there would be no changes if the school were to close.</p> <p>If use of a community building were required, Canolfan y Babell, a community hall, is located within 50m of the school.</p>

4.8 Information about the distance and travel time to other schools in the catchment area

The table below notes the distance and travel time between schools in the area. We can see that Ysgol yr Eifl is closest to Ysgol Llanaelhaearn, with Ysgol Bro Plenydd second closest. The following travel times considers the nature of the roads and the impact that this could have on travel times in a rural area.

School		Chwilog	Bro Plenydd	Llanaelhaearn	Llangybi	Pentreuchaf	Yr Eifl
Chwilog	Miles						
	Minutes						
Bro Plenydd	Miles	2.5					
	Minutes	6					
Llanaelhaearn	Miles	6.1	3.6				
	Minutes	12	6				
Llangybi	Miles	2.9	2.0	3.9			
	Minutes	7	5	9			
Pentreuchaf	Miles	5.5	3.3	4.6	5.3		
	Minutes	11	6	10	11		
Eifl	Miles	7.9	5.3	1.9	5.7	6.3	
	Minutes	16	10	6	12	14	

4.9 Statutory Consultation Responses

Eight responses to the statutory consultation were received. It was suggested in the responses that parents would choose to apply to transfer their children to another school, rather than transfer to the alternative school. There are valid reasons for naming Ysgol Bro Plenydd as the alternative school and in light of the proposal, Ysgol Bro Plenydd's catchment area will include the catchment area of Ysgol Llanaelhaearn for the future. The parents' preference to for their children to attend Ysgol Chwilog is for the reason that Ysgol Llanaelhaearn pupils have been

attending Ysgol Chwilog on two afternoons a week for some time, and therefore are already familiar with teachers and other pupils at the school and attending Ysgol Chwilog would reduce the disturbance caused for the children.

Parents have the right to apply for admissions, or to transfer to any school in line with the Authority's admissions policy.

Estyn noted in their response to the consultation:

"The proposer completed a useful assessment of the community impact of the option. The assessment shows that closing the school would have some negative effect, as the school is involved with its community and uses its community's facilities, such as Canolfan y Babell, on a regular basis. In order to try to mitigate the effect on the community, some potential opportunities are identified to ensure that the community of Llanaelhaearn is aware of the alternative school's activities, and community co-operation will be encouraged between Ysgol Bro Plenydd and the community of Llanaelhaearn, where appropriate."

5. ASSESSMENT OF THE PROBABLE IMPACT ON THE COMMUNITY

In order to assess the community impact of the potential options, it was decided to create criteria in accordance with the recommendations of the community impact considerations of The Schools Organisation Code 011/2018

MODEL 1 – CONTINUE WITH THE STATUS QUO

Positive	Neutral	Negative
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Impact Criteria	Description	Status of the impact and the work
Impact on Health and Well-being	No change	Neutral
Implications of the change on public transport provisions	No change	Neutral
Impact on facilities / other services provided at the school	No change	Neutral
The impact on broader community safety	No change	Neutral
Would the option encourage families and school-age children to leave the community, or would young families be less likely to move to the community	No change	Neutral
Impact on other services provided locally	No change	Neutral
Detrimental effect on the community's broader economy	No change	Neutral
The general impact on the local community	No change	Neutral

MODEL 2 - FEDERALISE WITH ANOTHER SCHOOL OR OTHER SCHOOLS

Positive	Neutral	Negative
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Impact Criteria	Description	Status of the impact and the work
Impact on Health and Well-being	No change from the current situation	Neutral
Implications of the change on public transport provisions	No change from the current situation	Neutral
Impact on facilities / other services provided at the school	No change from the current situation	Neutral
The impact on broader community safety	No change from the current situation	Neutral
Would the option encourage families and school-age children to leave the community, or would young families be less likely to move to the community	No change from the current situation	Neutral
Impact on other services provided locally	No change from the current situation	Neutral
Detrimental effect on the community's broader economy	No change from the current situation	Neutral
The general impact on the local community	No change from the current situation, however opportunities are identified for the community of Llanaelhaearn and the other school that would be part of the federal model to come together.	Neutral

MODEL 3 - CLOSE YSGOL LLANAELHAEARN, AND SEND THE PUPILS TO BE EDUCATED AT YSGOL BRO PLENYDD

Positive	Neutral	Negative
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Impact Criteria	Description	Status of the impact and the work
Impact on Health and Well-being	As the alternative school is more than two miles from Ysgol Llanaelhaearn and the pupils' homes, it is unlikely that they would walk to school. Nevertheless, the school is located close to the main road between Pwllheli and Caernarfon. It is possible to drop the children off in the car park, be that in a car or taxi / mini bus, and a bus stop (public service bus) is located outside the school's boundary. Therefore, if pupils are less able to walk or cycle, it is not anticipated that there will be any difficulties reaching the school.	Negative
Implications of the change on public transport provisions	Public bus (no. 12) runs between the village of Llanaelhaearn and the alternative school. Some families could be dependent on public transport to reach the alternative school; nevertheless, a substantial impact is not anticipated on the public transport provision as only eight pupils attend this school at present.	Neutral
Impact on facilities / other services provided at the school	The school is used for educational purposes only.	Neutral
The impact on broader community safety	No impact is anticipated on broader community safety	Neutral
Would the option encourage families and school-age children to leave the community, or would young families be less likely to move to the community	It is not anticipated that families with young children would leave the community, on the grounds that most children in the catchment area's children already attend other schools.	Neutral
Impact on other services provided locally	As a high number of the catchment area's children already attend other schools, it cannot be concluded that the closure of the school would affect other services.	Neutral
Detrimental effect on the community's broader economy	Again, as the majority of the catchment area's children attend other schools, it is not anticipated that losing the school would affect the community's broader economy.	Neutral
The general impact on the local community	The local school would be further away from homes within the existing catchment area of Ysgol Llanaelhaearn, and in terms of deprivation, it means that one of the indicators i.e. 'access to services' will be further away from the village's residents. As a high number of the catchment area's children already attend other schools, it cannot be concluded that the closure of the school would have a negative or positive impact on the local community.	Negative

6. CONCLUSION

The contents of this report shows that the option to continue with the status quo, or to federate with another school, would not have an impact on the community, as both options mean continuing with a school in Llanaelhaearn, with amendments made to the governance and collaboration with another school under a federal model. This would mean that a school would remain in the Llanaelhaearn community, and would carry out the same activities and use the same facilities as it currently does.

If the option to close Ysgol Llanaelhaearn and for the pupils to be educated at Ysgol Bro Plenydd, Y Ffôr was to be implemented, some elements of community events would be affected.

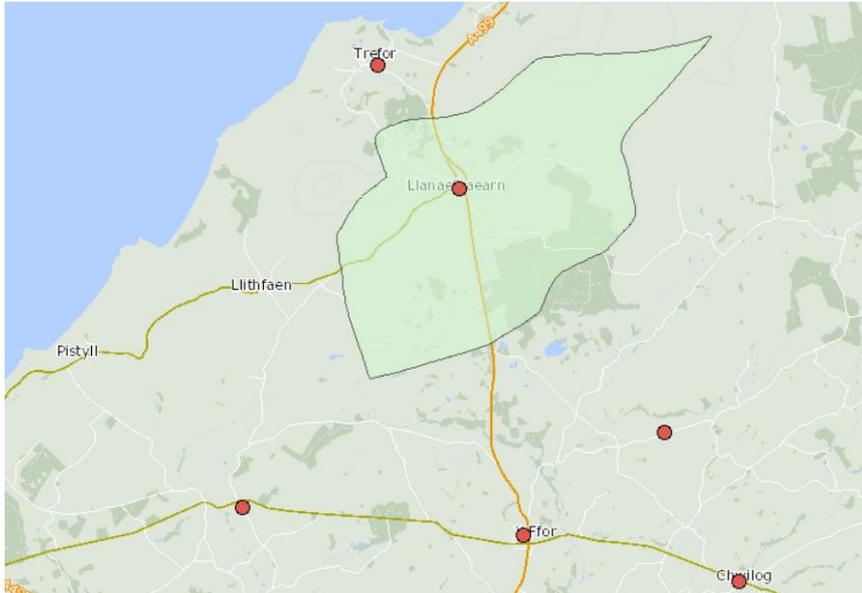
No information was presented during the statutory consultation that changed the conclusion of this assessment.

Although the school building is not used by the community, this assessment shows that the school is involved with its community and uses the community's facilities, such as Canolfan y Babell, on a regular basis. Canolfan y Ffôr is linked to the hall building and Ysgol Bro Plenydd uses this facility. If this option were realised, then Ysgol Bro Plenydd could also be encouraged to make occasional use of the facilities in the village of Llanaelhaearn.

It is not anticipated that closing the school would encourage school-age families to leave the community, as a substantial proportion of the children who live in the school's catchment area already attend other schools. Similarly, it is not anticipated that young families would be less likely to move to the community.

As part of the process, it will be essential to encourage discussions between the alternative school and the parents of Ysgol Llanaelhaearn pupils, so that parents and pupils can use their facilities and participate in after school activities, and to encourage the alternative school to also use the facilities in the community of Llanaelhaearn.

This assessment shows that there will be some negative impact on the community from closing the school. To mitigate the impact on the community, opportunities to ensure that the community of Llanaelhaearn is aware of the activities of the alternative school are noted, and community collaboration will be encouraged between Ysgol Bro Plenydd and the community of Llanaelhaearn, where appropriate.



Language Impact Assessment Report Ysgol Llanaelhaearn

- February 2020

Content

1.	INTRODUCTION
2.	LINGUISTIC PROFILE OF THE LLANAELHAEARN CATCHMENT AREA
3.	IMPACT ON THE WELSH LANGUAGE
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1. INTRODUCTION

On the 4th June 2019, Gwynedd Council's Cabinet authorised the Education Department *'to hold formal meetings with the governing body and other relevant stakeholders to discuss a range of potential options for the school's future'* as a result of the concerns of the Education Department regarding a substantial decline in the numbers attending the school.

Ysgol Llanaelhaearn is located in the centre of the village of Llanaelhaearn between Pwllheli and Caernarfon. The school's capacity from Nursery to Year 6 is 53, with 8 pupils between 3 and 11 years of age attending the school (September 2019). All the pupils live in the Llanaelhaearn catchment area.

The number of pupils attending the school has fallen substantially since 2013, when over 40 pupils attended the school. The eight pupils who currently attend are educated in two classes, with three pupils in one class and five pupils in the other.

On the 24th June 2019, a meeting was held to review the school's situation, at which several options were proposed for consideration of the school's future. Subsequent meetings were held during September to evaluate the options and identify the options that would be reasonable in an attempt to resolve the challenge that is facing the school, namely a low number of pupils.

On November 5th 2019, Gwynedd Council's Cabinet agreed to begin a period of statutory consultation in accordance with the requirements of section 48 of the School Standards and Organisation (Wales) Act 2013 on the proposed proposal to close Ysgol Llanaelhaearn on 31 August 2020 and to provide places for pupils at Ysgol Bro Plenydd, Y Ffôr, on 1 September 2020.

The statutory consultation was held between the 16th December 2019 and 29th January 2020. Eight responses to the consultation were received.

Supporting and developing the ability of children in Gwynedd to learn and use their language skills is essentially important to the education strategies of the County and this language impact assessment was developed in accordance with the requirements of the Schools Organisation Code 011/2018.

1.1 The Situation in Gwynedd

Figures in the 2011 Census note that 65,900 (56%) people aged three years and over can speak, read and write in Welsh. The 2011 Census also notes that 65% speak Welsh which is a reduction since the previous census, when the figure was 69%.

In Gwynedd, as many other Local Authorities in Wales, there is a considerable difference in the percentage of Welsh speakers within different wards. At one extreme, in wards such as Aberdyfi, Tywyn and the Menai ward in Bangor, between 18% and 38% of the population speaks Welsh, while as much as 78% speaks Welsh in the most Welsh-speaking areas e.g. Llanrug.

1.2 Language Policy

Primary

The aim of the Language Policy is the same across all the county's primary schools, which is to develop the ability of all pupils to be confident in both languages by the end of KS2. Welsh is the official assessment language in the school at the end of the Foundation Phase. In KS2, the aim is to continue to develop the pupils' grasp of Welsh, giving attention to the development of their skills in both languages.

Secondary

In secondary schools, every pupil who has attained the necessary level, namely level 3+ at the end of KS2 is expected to pursue a Welsh Language Study Programme (First Language) in KS3 in order to ensure appropriate progression and continuation. It is hoped that these pupils can study Welsh and English as subjects until the end of year 11.

Secondary schools build upon the foundations set in primary by ensuring that each pupil continues to develop skills in Welsh and English. Gwynedd does not define secondary schools according to language categories as it is the same expectation in relation to the Language Policy, namely to provide all students in the county with an opportunity to be bilingually proficient.

1.3 Educational Background

The 'Excellent Primary Education for the Children of Gwynedd' strategy was adopted by the Council in April 2009. A further higher strategy, 'Strategic Programme – Towards 2025', was developed and supported by the Council in October 2010. This document was prepared as a strategic foundation for steering developments in the field of education and training in Gwynedd for the next 15 years. The programme was presented in the context of policies and plans which were in the pipeline both locally and nationally, to transform the services provided for children, young people and their families. The 'Welsh in Education Strategic Plan for 2017-2020' was published in December 2017 which sets a vision, commitment and direction for ensuring that children and young people attain the highest standards in order to maintain the language, culture and economy locally.

2. LINGUISTIC PROFILE OF THE LLANAELHAEARN CATCHMENT AREA

2.1 The Background of Gwynedd's Language Profile

Nearly three quarters of the County's population were born in Wales (66.8%). 65.4% of the population aged three years and over are Welsh speakers - which is significantly higher than the national average of 19%. On the whole, there is an increase in the number of Welsh speakers and those born in Wales towards the west and moving inland from the most populated areas along the coast. In Gwynedd, the ability to speak Welsh is highest in the Llanrug ward (87.8% speak Welsh) and at its lowest in the Menai area of Bangor (18.6%).

2.5 Wards

2.2.1 Llanaelhaearn, Abererch, Llanystumdwy and Efailnewydd Wards

The existing catchment area of Ysgol Llanaelhaearn, Ysgol yr Eifl and part of the Ysgol Llangybi catchment area is within the Llanaelhaearn ward (Office for National Statistics). The catchment area of Ysgol Bro Plenydd and part of the ysgol Pentreuchaf catchment area is within the Abererch ward, the catchment area of Ysgol Chwilog and part of the Llangybi catchment area within the Llanystumdwy ward, and the rest of the Ysgol Pentreuchaf catchment area within the Efailnewydd/Buan ward. The linguistic profile of the wards of these schools has been summarised in the following table:

	Llanaelhaearn	Abererch	Llanystumdwy	Efailnewydd/Buan	Gwynedd	Wales
Welsh identity only	1,157 (68.7%)	928 (68.5%)	1,392 (66.9%)	832 (65.3%)	71,931 (59.0%)	1,761,673 (57.5%)
No Welsh identity	460 (27.3%)	337 (24.9%)	580 (27.9%)	371 (29.1%)	42,566 (34.9%)	1,045,775 (34.1%)
Households where at least one person has an alternative first language to Welsh or English	8 (0.5%)	11 (0.8%)	6 (0.3%)	6 (0.5%)	1,463 (1.2%)	42,581 (1.4%)
3+ years old population	1,621 (96.3%)	1,315 (97.1%)	2,017 (97%)	1,231 (96.5%)	117,789 (96.6%)	2,995,841 (96.5%)
Able to speak Welsh	1,197 (73.8%)	1,050 (79.8%)	1,553 (77%)	915 (74.3%)	77,000 (65.4%)	562,016 (19.0%)
No Welsh language skills	315 (19.4%)	185 (14.1%)	347 (17.2%)	260 (21.1%)	31,177 (26.5%)	2,167,987 (73.3%)
Can understand Welsh verbally only	90 (5.6%)	70 (5.3%)	100 (5%)	50 (4.1%)	8,125 (6.9%)	157,792 (5.3%)
Able to speak but unable to read or write in Welsh	98 (6.0%)	80 (6.1%)	76 (3.8%)	58 (4.7%)	6,838 (5.8%)	80,429 (2.7%)
Able to speak and understand Welsh but unable to write in Welsh	45 (2.8%)	42 (3.2%)	64 (3.2%)	41 (3.3%)	3,947 (3.4%)	45,524 (1.5%)
Able to speak, read and write in Welsh	1,049 (64.7%)	926 (70.4%)	1,406 (69.7%)	814 (66.1%)	65,921 (56.0%)	430,717 (14.6%)
Another combination of Welsh language skills	24 (1.5%)	12 (0.9%)	24 (1.2%)	8 (0.6%)	1,781 (1.5%)	73,392 (2.5%)

Source: 2011 Census, Office for National Statistics

2.5 Ysgol Llanaelhaearn

Ysgol Llanaelhaearn is a Welsh Medium School.

The table below shows that the number of pupils who speak Welsh fluently at home is 6, which is 55% of pupils (PLASC 2019).

Linguistic Information for Ysgol Llanaelhaearn

School	Speaks Welsh fluently at home	Does not speak Welsh at home but are fluent in Welsh	Speaks Welsh at home but not fluently	Does not speak Welsh at home and are not fluent in Welsh	Cannot speak Welsh at all	Total
Llanaelhaearn	6 (55%)	1 (9%)	1 (9%)	3 (27%)	0 (0%)	11

Source: Data from Headteachers PLASC January 2019

2.4 Nearby schools

As the rest of Gwynedd schools, Ysgol Bro Plenydd, Ysgol yr Eifl, Ysgol Llangybi, Ysgol Pentreuchaf and Ysgol Chwilog are Welsh medium schools. The linguistic data of these schools can be viewed in the table below:

School	Speaks Welsh fluently at home	Does not speak Welsh at home but are fluent in Welsh	Speaks Welsh at home but not fluently	Does not speak Welsh at home and are not fluent in Welsh	Cannot speak Welsh at all	Total
Bro Plenydd	62 (83%)	5 (6%)	2 (3%)	2 (3%)	4 (5%)	75
Yr Eifl	48 (83%)	2 (3%)	3 (5%)	1 (2%)	4 (7%)	58
Llangybi	21 (57%)	0 (0%)	7 (19%)	2 (5%)	7 (19%)	37
Pentreuchaf	83 (84%)	9 (9%)	3 (3%)	3 (3%)	1 (1%)	99
Chwilog	41 (84%)	3 (6%)	0 (0%)	2 (4%)	3 (6%)	49

Source: Data from Headteachers PLASC January 2019

2.5 Attainment Level

Schools	% of pupils who have reached the expected level - Welsh (first language)					
	Foundation Phase (Reached level 5+)			KS2 (reached at least level 4)		
	2017	2018	2019	2017	2018	2019
Llanaelhaearn	100%	-*	0%	-*	100%	100%
Bro Plenydd	100%	92.3%	100%	100%	90.9%	100%
Yr Eifl	80%	75%	66.7%	62.5%	100%	83.3%
Llangybi	75%	71.4%	66.7%	100%	100%	75%
Pentreuchaf	92.9%	84.2%	83.3%	100%	100%	100%
Chwilog	100%	66.7%	87.5%	100%	100%	100%

*There were no pupils in the relevant academic year this year.

Source: GwE (September 2019)

We can see a wide range of success when it comes to the academic attainment of schools in the area. Over 75% of KS2 pupils managed to reach the expected level (Welsh - Language) in every school last year, including 100% of Ysgol Llanaelhaearn and Ysgol Bro Plenydd. A wide range of

results in the Foundation Phase vary in the Foundation Phase between Ysgol Llanaelhaearn and Ysgol Bro Plenydd.

As part of the work to implement the Welsh Language Charter, all primary school KS2 pupils in Gwynedd complete a language web questionnaire on their use of the Welsh language at school twice a year. The following tables demonstrate the October 2018 statistics on the use of the Welsh language made by pupils with their teachers:

Percentage of children who speak Welsh with their teachers (with the exception of English lessons)					
	Always	Often	Sometimes	Very little	Never
Ysgol Llanaelhaearn	100%	0%	0%	0%	0%
Ysgol Bro Plenydd	100%	0%	0%	0%	0%
Ysgol Yr Eifl	96%	0%	4%	0%	0%
Ysgol Pentreuchaf	98%	2%	0%	0%	0%
Ysgol Chwilog	95%	0%	2.5%	0%	2.5%

Percentage of children who speak Welsh with their assistants (with the exception of English lessons)					
	Always	Often	Sometimes	Very little	Never
Ysgol Llanaelhaearn	100%	0%	0%	0%	0%
Ysgol Bro Plenydd	100%	0%	0%	0%	0%
Ysgol Yr Eifl	100%	0%	0%	0%	0%
Ysgol Pentreuchaf	95%	3%	0%	0%	2%
Ysgol Chwilog	95%	0%	5%	0%	0%

Percentage of children who speak Welsh with the rest of the school staff					
	Always	Often	Sometimes	Very little	Never
Ysgol Llanaelhaearn	100%	0%	0%	0%	0%
Ysgol Bro Plenydd	100%	0%	0%	0%	0%
Ysgol Yr Eifl	100%	0%	0%	0%	0%
Ysgol Pentreuchaf	98%	2%	0%	0%	0%
Ysgol Chwilog	95%	0%	5%	0%	0%

Percentage of children who speak Welsh with children in class					
	Always	Often	Sometimes	Very little	Never
Ysgol Llanaelhaearn	40%	60%	0%	0%	0%
Ysgol Bro Plenydd	95%	5%	0%	0%	0%
Ysgol Yr Eifl	88.5%	11.5%	0%	0%	0%
Ysgol Pentreuchaf	83%	17%	0%	0%	0%
Ysgol Chwilog	91%	0%	4.5%	0%	4.5%

Percentage of children who speak Welsh with children in the corridor and in the canteen					
	Always	Often	Sometimes	Very little	Never
Ysgol Llanaelhaearn	60%	40%	0%	0%	0%
Ysgol Bro Plenydd	92%	8%	0%	0%	0%
Ysgol Yr Eifl	81%	4%	15%	0%	0%
Ysgol Pentreuchaf	75%	25%	0%	0%	0%
Ysgol Chwilog	91%	0%	4.5%	0%	4.5%

Percentage of children who speak Welsh on the school playground					
	Always	Often	Sometimes	Very little	Never
Ysgol Llanaelhaearn	0%	100%	0%	0%	0%
Ysgol Bro Plenydd	86%	14%	0%	0%	0%
Ysgol Yr Eifl	46%	31%	11.5%	11.5%	0%
Ysgol Pentreuchaf	50%	40%	10%	0%	0%
Ysgol Chwilog	77%	18%	0%	0%	5%

Percentage of children who speak Welsh confidently					
	Very confidently	Confidently	Fairly confidently	Not confident	Not at all confident
Ysgol Llanaelhaearn	100%	0%	0%	0%	0%
Ysgol Bro Plenydd	92%	5%	3%	0%	0%
Ysgol Yr Eifl	88%	8%	4%	0%	0%
Ysgol Pentreuchaf	82%	13%	5%	0%	0%
Ysgol Chwilog	95%	5%	0%	0%	0%

Percentage of children who think it is important to speak Welsh					
	Very important	Important	Fairly important	Not important	Not at all important
Ysgol Llanaelhaearn	100%	0%	0%	0%	0%
Ysgol Bro Plenydd	100%	0%	0%	0%	0%
Ysgol Yr Eifl	96%	4%	0%	0%	0%
Ysgol Pentreuchaf	78%	18%	4%	0%	0%
Ysgol Chwilog	91%	9%	0%	0%	0%

The above information demonstrates that there is a high use of the Welsh Language in schools in the area. On the whole, most pupils in all schools use Welsh when speaking to teachers and staff. We see that there is slightly less informal use of the language - on the playground and with other pupils. That said, the data shows that Welsh is the main social language of schools in the area.

All the children in Llanaelhaearn use Welsh to talk to the teachers, assistants and staff, as do the pupils of Ysgol Bro Plenydd. A higher percentage of children at Ysgol Bro Plenydd make informal use of Welsh - together in the classroom, and on the yard, and it is anticipated that transferring to Ysgol Bro Plenydd is likely to have a positive impact on the language and increases opportunities for the children of Llanaelhaearn to use Welsh when socialising.

Number of responses:

Ysgol Llanaelhaearn: 5

Ysgol Chwilog: 22

Ysgol Pentreuchaf: 60

Ysgol yr Eifl: 26

Ysgol Bro Plenydd: 37

Ysgol Llangybi: *sample too small*

2.6 After-school Activities

Currently, no after-school activities are held at Ysgol Llanaelhaearn.

Here is a summary of what other nearby schools offer after school:

	Llanaelhaearn	Yr Eifl	Chwilog	Bro Plenydd	Pentreuchaf	Llangybi
Play Groups (School holidays)						✓
Aelwyd yr Urdd		✓	✓	✓	✓	✓
Coffee Morning/Evening			✓			
Cylch/Nursery School			✓	✓	✓	✓
Sports Club/Activity		✓			✓	✓

It can be seen in the table above that many schools in the area, including Ysgol Bro Plenydd, hold Urdd clubs after school where pupils can take advantage of them as an additional opportunity to use the Welsh language.

2.7 Community Activities

Currently, no community activities are held at Ysgol Llanaelhaearn. The community hall of Y Ffôr is located on the Ysgol Bro Plenydd site and the School is also allowed to use this space. A number of activities are held at Y Ganolfan in Y Ffôr, which includes a hall, a computer room and snooker room.

2.8 Welsh in Education Strategic Plan 2017-2020

Both schools, Ysgol Llanaelhaearn and Ysgol Bro Plenydd, implement the aims of Gwynedd Council's Welsh in Education Strategic Plan 2017-2020. This includes:

- Setting a strong foundation for the Welsh language at the Early Years stage, ensuring that pupils from a non-Welsh speaking background are given the opportunity to learn Welsh as soon as possible.
- During the Foundation Phase, building on the foundation established at the nursery and reception stages by continuing to develop pupils' grasp of Welsh, and begin the process of developing their English language skills. On a practical level, this means that most schools would start introducing English as a subject during the final term at the end of the Foundation Phase, concentrating on developing reading, speaking and writing skills in that language. Welsh will be the school's official assessment language at the end of the Foundation Phase.
- In KS2, continue to develop the pupils' mastery of Welsh, paying attention to the development of their skills in both languages. Pupils' progress in Welsh and English are assessed at the end of the key stage.

Implementing the proposal would conform with the Welsh in Education Strategic Plan in Education 2017-20 objectives.

2.9 Additional Evidence

Ysgol Llanaelhaearn

The Estyn report in 2015 states:

"60% of pupils come from homes where Welsh is spoken" and that a "pattern of progress can be seen over the last three years in the percentage of pupils who attained the expected outcome in language at the end of both key stages".

(<https://www.estyn.gov.wales/sites/www.estyn.gov.wales/files/documents/Ysgol%20Gynradd%20Gymunedol%20Llanaelhaearn%20eng.pdf>)

Ysgol Bro Plenydd

The school website states:

"Ysgol Bro Plenydd will aim at getting every child to speak Welsh fluently. We will also aim at fostering a feeling of being Welsh and respect towards Welsh in every child."

The Estyn report in 2015 states:

"A little over half of the pupils come from Welsh-speaking homes" and "Nearly all pupils use the Welsh language naturally and correctly across the school."

(<https://www.estyn.gov.wales/sites/www.estyn.gov.wales/files/documents/Ysgol%20Gynradd%20Gymunedol%20Llanaelhaearn%20eng.pdf>)

Ysgol yr Eifl

The Estyn report in 2014 states:

"Most pupils come from homes in which Welsh is spoken as a first language. No pupils are from an ethnic minority background."

(<https://www.estyn.gov.wales/sites/www.estyn.gov.wales/files/documents/Inspection%20report%20Ysgol%20Yr%20Eifl%202014%20.pdf.pdf.pdf.pdf.pdf.pdf.pdf.pdf.pdf.pdf>)

Ysgol Llanybi

The Estyn report in 2018 states:

"Welsh is the main medium of the school's life and work, and English is introduced to pupils in key stage 2."

(<https://www.estyn.gov.wales/sites/www.estyn.gov.wales/files/documents/Ysgol%20Llanybi%20en.pdf>)

Ysgol Pentreuchaf

The Estyn report in 2019 states:

"The school has a very strong Welsh ethos. Provision encourages pupils to make full use of the Welsh language in all aspects of school life. Pupils show pride towards the language and a clear appreciation of the culture and history of the local area. During their time at the school, most pupils develop as competent and confident bilingual learners, and make good progress."

(<https://www.estyn.gov.wales/sites/www.estyn.gov.wales/files/documents/Ysgol%20Pentreuchaf%20en.pdf>)

Ysgol Chwilog

The Estyn report in 2013 states:

"Welsh is the school's main language medium and the aim is to ensure that pupils are completely bilingual by the time they transfer to the secondary sector. 89% of pupils speak Welsh at home. There are no pupils from ethnic minority backgrounds at the school at present."

3. IMPACT ON THE WELSH LANGUAGE

3.1 Options

This assessment has been carried out on two options that would offer advantages compared to the school's current situation, namely federalisation with another school or schools, or to close the school and the pupils to be educated in an alternative school.

Those options, in addition to doing nothing and continuing with the current situation, have been detailed below:

- *Do nothing - continue with the school's current situation.*

Keeping the current situation would mean that Ysgol Llanaelhaearn would continue in the same way, with the same staffing structure. There would be a Strategic Headteacher for Ysgol Llanaelhaearn, Garndolbenmaen and Chwilog who would spend one day a week leading Ysgol Llanaelhaearn.

The pupils would continue to be educated by a full-time teacher and senior assistant.

- *To federalise with another School / Schools*

Ysgol Llanaelhaearn would form a formal, legal Federation with another nearby school or schools. This means that the schools continue separately but the Governing Bodies would be abolished, and a single Governing Body would be elected for the Federation. Geographically, the schools that would be reasonable to consider would be one or more of the following schools: Yr Eifl, Llangybi, Bro Plenydd, Chwilog and Pentreuchaf.

The schools' budgets would remain separate.

It is not envisaged that federisation would have an impact on the Welsh language as Ysgol Llanaelhaearn would continue, with opportunities to strengthen the leadership position, and collaboration opportunities for a school.

- *Close Ysgol Llanaelhaearn and send the pupils to be educated at an alternative school*

This means that Ysgol Llanaelhaearn will close, and the current pupils would transfer to Ysgol Bro Plenydd (the alternative school).

The table on the following page includes an impact assessment of closing Ysgol Llanaelhaearn and educating pupils at Ysgol Bro Plenydd, Y Ffôr, on the Welsh language compared to the current situation. The table also outlines additional opportunities to strengthen the Welsh language and methods to mitigate any possible negative effect that could arise from the option.

WELSH LANGUAGE IMPACT ASSESSMENT

Positive	Neutral	Negative
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Impact Criteria	Description	Status of the impact and the work	Have any measures been identified to mitigate any negative impact or to create more positive opportunities?	Final impact (following mitigation methods)
The language of the school	Ysgol Llanaelhaearn is a Welsh medium school. The proposal to transfer pupils to Ysgol Bro Plenydd would not impact the language of the children's education as the alternative school is also a Welsh medium school. The proposal could strengthen opportunities for pupils to socialise through the medium of Welsh with their peers.	Neutral No impact on the language of the school	N/A	N/A
Access to Welsh medium education	The alternative school already provides Welsh medium education, therefore, no additional benefit to this can be anticipated.	Neutral No impact on the situation of the language	N/A	N/A
Page 100 No statutory provision	Pupils would have access to a wider range of suitable resources, a higher supply in terms of staffing, and they would be part of a larger peer group of the same age.	Positive	The Local Authority and the Ysgol Bro Plenydd Governing Body could discuss methods to ensure that pupils can participate in extra-curricular activities.	Positive
Before/after school activities	Pupils would have access to a wider range of suitable facilities outside the classroom, there would be more teachers and they would be part of larger peer group of the same age. A larger school offers a wider range of activities. It is possible that some parents will have to travel further (to Ysgol Bro Plenydd) to enable pupils to attend before and after school activities.	Positive More opportunity to use the Welsh language	The Local Authority and the Ysgol Bro Plenydd Governing Body could discuss methods to ensure that after-school activities are available and are as convenient as possible for all pupils.	Positive
Using Welsh in the community	According to the 2011 Census, 74% of the population of the Llanaelhaearn ward were Welsh speakers. The alternative school is also within a ward that has a high percentage of Welsh speakers (80% in the Abererch ward). Welsh education would continue to be provided to the current pupils of Ysgol Llanaelhaearn at Ysgol Bro Plenydd. Increasing opportunities for pupils to socialise in Welsh and access to more activities could increase the use of the Welsh language outside the school and in the community.	Positive More opportunity to use the Welsh language	The Local Authority and the Governing Body of the alternative school could discuss methods to promote use of the Welsh language as a social medium to arrange activities outside the school.	Positive

4. CONCLUSION

Having considered a range of potential options for the future, a statutory consultation on the proposal to close Ysgol Llanaelhaearn on 31 August 2020, and to teach the pupils at Ysgol Bro Plenydd, Y Ffôr, from 1 September 2020 was held by the Authority. As part of the statutory consultation process, local authorities are required to prepare a language impact assessment on a school reorganisation proposal - this is the purpose of this document.

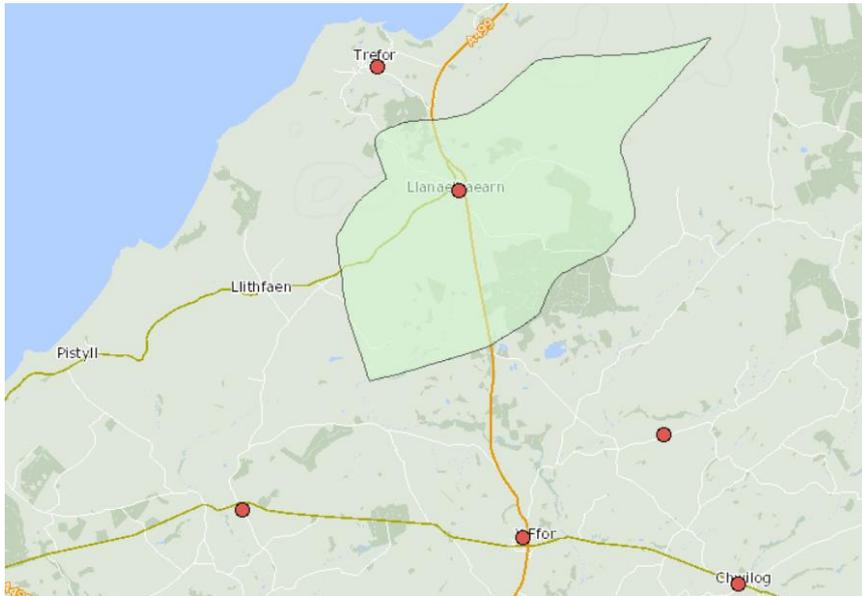
Our expectations are that all of the county's pupils have ability-relevant and well-balanced bilingual skills to enable them to be full members of the bilingual society of which they are part. Proposals to change local arrangements would have to take full consideration of all linguistic impacts. Supporting and improving the use of the Welsh language as an educational and social language among children will be a key consideration when drawing up proposals within the area.

No change to the linguistic situation of Ysgol Llanaelhaearn is anticipated by continuing with the current situation or by federating with another school or schools, as these options do not offer any change in terms of education provision in the village of Llanaelhaearn.

The option of closing the school and sending the pupils to be educated at Ysgol Bro Plenydd, Y Ffôr, would mean that Ysgol Llanaelhaearn pupils are educated in a Welsh medium school, as they currently are, and at a school where the Welsh language is used socially by pupils. It is noted that the linguistic situation of Ysgol Bro Plenydd is very strong, with 83% of pupils coming from Welsh speaking homes. In comparison, 54% of Ysgol Llanaelhaearn pupils come from Welsh speaking homes.

It has been suggested in the statutory consultation responses that parents are likely to apply to transfer their children to Ysgol Chwilog. Parents have a right to do this, in line with the Authority's admissions policy,.

Having considered the information in this assessment, it was concluded that the proposal to close Ysgol Llanaelhaearn and educating the pupils at Ysgol Bro Plenydd, Y Ffôr, would not have a negative impact on the language. As already noted, there is a higher percentage of children coming from Welsh-speaking homes at Ysgol Bro Plenydd. As a result, there will be more opportunities for Llanaelhaearn children to use the Welsh language with peers in class, and socially as well. It is recognised that Ysgol Llanaelhaearn has worked hard to develop the bilingual skills of the children and to promote a Welsh culture. Therefore, should this proposal be approved, it is noted that it is important to recognise the need to support and continue with this work.



Well-being Assessment Report Ysgol Llanaelhaearn

- February 2020

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1. INTRODUCTION

As a Council we are committed to the principles within the Well-being of Future Generations Act (2015) in order to improve the economic, social, environmental and cultural well-being of Gwynedd's communities.

The Council's vision is:

Our vision as a Council is to support all the people of Gwynedd to thrive and live full lives in their community, in a county which is one of the best counties to live in.

The Council has adopted well-being objectives that complement the national well-being goals and ensure that Gwynedd residents:

- Enjoy a happy, healthy and safe life
- Have access to quality homes within their communities
- Earn enough wages to support themselves and their families
- Receive a first class education that will allow them to do what they want to do
- To live with dignity and independence for as long as possible
- Being able to live in a naturally Welsh speaking Society
- Enjoy the beauty of the County's natural environment.

The table below outlines the link between our well-being objectives and the national well-being goals.

We will ensure that the residents of Gwynedd can:	Prosperous	Resilient	Healthier	Equal	Cohesive Communities	A vibrant culture where the Welsh language is thriving	Globally responsible
Enjoy happy, healthy and safe lives							
Live in quality homes within their communities							
Earn a sufficient salary to be able to support themselves and their families							
Receive education of the highest quality which will enable them to do what they want to do							
Live with dignity and independently for as long as possible							
Live in a natural Welsh society							
Take advantage of the beauty of the County's natural environment.							

The Education Department has a role to promote the Act's well-being goals to the county's pupils through its activities and projects. The Act places a duty on public bodies in Wales to improve economic, social, environmental and cultural well-being. As part of the duty the Council has published well-being objectives that outline how it will improve well-being in the "Gwynedd Council Plan 2018-2023".

1.1 Ysgol Llanaelhaearn Context

On 4th June 2019, Gwynedd Council's Cabinet allowed the Education Department to hold formal meetings with the Governing Body of Ysgol Llanaelhaearn, and other relevant stakeholders, to discuss a range of possible options for the future of the school.

Ysgol Llanaelhaearn is located in the centre of the village of Llanaelhaearn which is between Pwllheli and Caernarfon. The school has a capacity of 53 from Nursery to Year 6, with 8 pupils aged 3-11 attending the school (September 2019). All pupils live in the Llanaelhaearn catchment area.

The 8 pupils now attending the school are taught in two classes with 3 in the foundation phase and 5 in key stage 2.

Between June and September 2019, a series of meetings were held to review the school's situation, at which a number of options were proposed and assessed for the future.

Having considered and evaluated the 8 options, the Education Department considered in more detail two options, which would offer advantages over the current situation, which are to federalise with another school or schools, or closing the school and pupils to be educated at an alternative school.

Those options, in addition to doing nothing and continuing the status quo, are detailed below.

- *Do nothing - continue with existing school structure.*

Maintaining the current system would mean that Ysgol Llanaelhaearn would continue in the same way, with the same staffing structure. There would be a Strategic Head at Ysgol Llanaelhaearn, Garndolbenmaen and Chwilog who would spend 1 day a week leading Ysgol Llanaelhaearn.

The pupils would continue to be taught by a full-time teacher and a senior assistant.

- *To federalise with other school (s)*

Ysgol Llanaelhaearn would form a formal, legal federal model with a neighbouring school or other schools. Geographically, the schools that would be reasonable to consider would be one or more of the following; Yr Eifl, Llanybi, Bro Plenydd, Chwilog, or Pentreuchaf.

This means that the schools remain separate but the Governing Bodies are abolished, and a single Governing Body is elected for the Federation. Schools budgets would remain as they are.

Forming a formal federation with another school or schools would strengthen the school's leadership and increase opportunities for pupils to collaborate and socialise with peers.

- *Close Ysgol Llanaelhaearn and pupils to be educated at an alternative school*

This means that Ysgol Llanaelhaearn is closing, and current pupils transfer to Ysgol Bro Plenydd (the alternative school).

Following detailed consideration of those options, a recommendation was presented to Gwynedd Council's Cabinet on the 5th of November 2019, and they agreed to begin a statutory consultation period in accordance with section 48 of the Schools Standards and Organisation Act (Wales) 2013 on the proposal to close Ysgol Llanaelhaearn on 31 August 2020 and offer a place for pupils to Ysgol Bro Plenydd, Y Ffôr from 1 September 2020.

A statutory consultation period was held between 16 December 2019 and 29 January 2020. Eight responses to the consultation were received.

2. HOW DOES THE PROPOSAL MEET GWYNEDD COUNCIL'S WELL-BEING OBJECTIVES?

Gwynedd Council's well-being objectives were considered when evaluating the options.

Do nothing - continue with the status quo.	
Objectives	Details:
Enjoy a happy, healthy and safe life	No effect
Live in quality homes within their communities	No effect
Earn a sufficient wage to support themselves and their families	No effect
Receive education of the highest quality that will allow them to do what they want to do	No effect
To live with dignity and independently for as long as possible	No effect
Live in a naturally Welsh society	No effect
Take advantage beauty of the County's natural environment	No effect

Federation with other School (s)	
Objectives	Details:
Enjoy a happy, healthy and safe life	No effect
Live in quality homes within their communities	No effect
Earn a sufficient wage to support themselves and their families	No effect
Receive education of the highest quality that will allow them to do what they want to do	No effect. Federating would be a process of formalising the current arrangement of collaboration, and although there will be minor changes such as a single Governing Body, and reducing the administrative burden on the Headteacher, it is presumed that the school would continue with the arrangement of collaborating with Ysgol Chwilog and Garndolbenmaen, or another school if they formed a federation with them.
To live with dignity and independently for as long as possible	No effect
Live in a naturally Welsh society	No effect
Take advantage beauty of the County's natural environment	No effect

Close Ysgol Llanaelhaearn and pupils to be educated at an alternative school	
Objectives	Details:
Enjoy a happy, healthy and safe life	No effect
Live in quality homes within their communities	No effect
Earn a sufficient wage to support themselves and their families	Introducing this option could result in staff redundancy. A detailed staffing policy has been developed by Gwynedd Council in conjunction with Trade Unions and head teachers. The policy will form the basis of any redundancies arising from any proposal. Clear and open communication will be essential to the successful implementation of any proposals.

Receive education of the highest quality that will allow them to do what they want to do	Ensuring that the pupils receive a first class education will be at the heart of the proposal, ensuring that they receive at least the same quality and standard in the alternative school.
To live with dignity and independently for as long as possible	No effect
Live in a naturally Welsh society	A language impact assessment has been undertaken. Pupils at Ysgol Llanaelhaearn live in a Welsh community and are educated through the medium of Welsh, as Ysgol Bro Plenydd. The linguistic impact assessment notes that the position of the alternative school is very strong, with 83% of pupils coming from Welsh-speaking homes. By comparison, 54% of Ysgol Llanaelhaearn's pupils come from Welsh-speaking homes.
Take advantage beauty of the County's natural environment	No effect

3. DOES THE PROPOSAL MEET THE GOALS OF THE WELL-BEING ACT?

Aim	Does the proposal contribute to this aim?	Measures to mitigate negative impacts on this aim:
<p>A prosperous Wales An innovative society using resources efficiently and proportionately, educated people, creating wealth and work.</p>	<p>Implementing the proposal to close Ysgol Llanaelhaearn and educate the children at Ysgol Bro Plenydd means that the pupils develop experiences through socialising with other children and will receive a quality education using resources efficiently.</p> <p>This proposal could result in staff losing their jobs.</p>	<p>Staff and Union representatives will be consulted specifically as part of the statutory consultation period. Gwynedd Council has developed a detailed staffing policy, in conjunction with Trade Unions and head teachers. Any redundancies as a result of this proposal will have to be in line with that policy. Clear and open communication will play a central role in implementing any proposals.</p>
<p>A resilient Wales A nation that maintains and enhances biodiversity and healthy ecosystems that support resilience and the ability to adapt to change (for example climate change).</p>	<p>The proposal is unlikely to have an impact on this aim.</p>	<p>No effect</p>
<p>A healthier Wales A society where people's physical and mental well-being is as good as possible and people understand what affects their health.</p>	<p>The proposal is unlikely to have an impact on this aim.</p>	<p>No effect</p>
<p>A more equal Wales A society that enables people to fulfil their potential irrespective of background or circumstances (including their socio-economic background and circumstances).</p>	<p>The education and experiences of the catchment area pupils are at the forefront of the proposal. Our aim is to ensure that pupils achieve their potential regardless of their background.</p>	<p>An equality assessment has been undertaken and it is concluded that implementation of the proposal would not impact on equality, and that all pupils and families have equal opportunity irrespective of their background or socio-economic circumstances. The alternative school operates a robust equality and anti-bullying policy.</p>
<p>A Wales of cohesive communities Attractive, viable and safe communities with good connections</p>	<p>The community of Llanaelhaearn is strong and active and it is recognised that closing the school would have some negative impact on the community.</p>	<p>An assessment of the likely impact on the community has been undertaken where it is noted that although there is some negative impact on the community, but 7 pupils living in the Llanaelhaearn catchment area already attend Ysgol Bro Plenydd, and therefore there is already contact between the school and the wider area. The assessment also notes that discussions would be held to discuss the possibility that Ysgol Bro Plenydd's community activities includes the community of Llanaelhaearn.</p>

<p>A vibrant Wales and culture where the Welsh language thrives</p> <p>A society that promotes and protects culture, heritage and the Welsh language and encourages people to participate in the arts, sports and leisure activities.</p>	<p>Implementing this proposal will mean that pupils at Ysgol Llanaelhaearn will continue to be educated in a Welsh medium school.</p>	<p>The language impact assessment notes that there would be no change to this aim by realising the proposal as a result of the Welshness of the Llanaelhaearn area and other nearby areas.</p>
<p>Wales is globally responsible.</p> <p>A nation that, in doing anything to improve the economic, social, environmental and cultural well-being of Wales, is considering whether doing such a thing could contribute positively to global well-being.</p>	<p>The proposal is unlikely to have an impact on this aim.</p>	<p>No effect</p>

4. SUSTAINABLE DEVELOPMENT PRINCIPLES

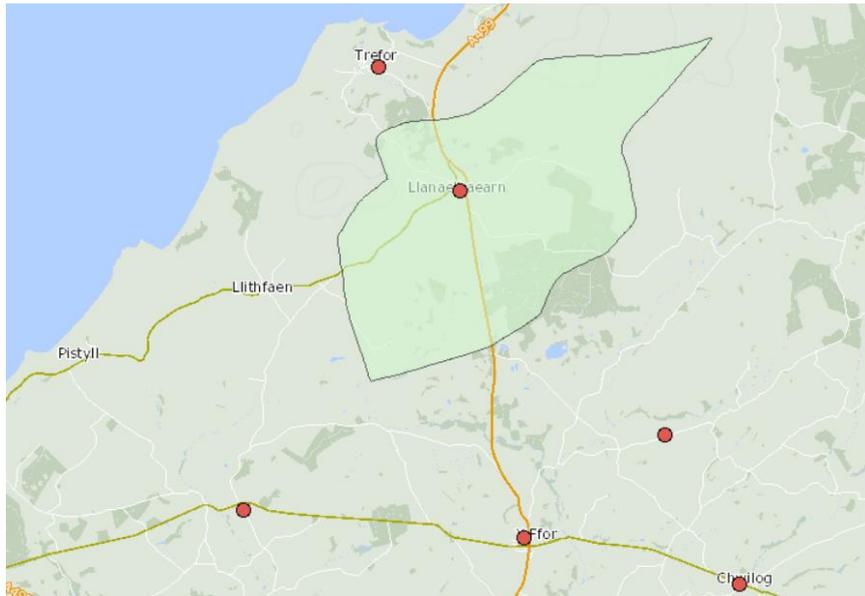
Sustainable Development Principles	Does the proposal consider the principle?
<p>Long term</p> <p>The importance of balancing short-term needs with the need to safeguard the ability to meet long-term needs is also important.</p>	<p>There has been a pattern of declining numbers since 2012, with projections showing that numbers will reduce further, and so it shows that the current challenging situation facing the school will be long-term and need to be reviewed as soon as possible.</p>
<p>Suspension</p> <p>How action to prevent problems from occurring or escalating can help public bodies achieve their objectives.</p>	<p>Pupils' needs will be prioritised at all stages of the process.</p>
<p>Integration</p> <p>Consider how the public body's well-being objectives may affect each of the well-being goals, all of its other objectives, or the objectives of other public bodies.</p>	<p>A critical situation of low numbers at Ysgol Llanaelhaearn has led to a review of the school's position for the future.</p>
<p>Collaboration</p> <p>Collaboration with any other person (or different departments within the organisation itself) could help the organization meet its well-being goals.</p>	<p>A number of other departments have had input during the process and whilst evaluating the possible options. In addition, relevant stakeholders of the school have been involved in the process.</p>
<p>Contents</p> <p>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area they serve.</p>	<p>The proposal has been subject to public consultation, and consultation for children. The process to date has included local review meetings to engage with the relevant stakeholders of the school. These meetings have involved the Governing Body, staff, and parents of Ysgol Llanaelhaearn.</p>

5. CONCLUSION

Following consideration and assessment in accordance with the requirements of the well-being act, the 7 well-being goals of the Act, together with the Council's well-being objectives were considered and it was concluded that the proposal meets the requirements. This proposal will allow us to respond to and meet the needs of the children today, and also strengthen their future well-being.

It is acknowledged that this proposal leads to the loss of a school in the Llanaelhaearn community, however a large number of the children living within the school catchment area already attend other schools, including the alternative school and therefore some engagement between both communities already exists. Every effort will be made to mitigate the effects on the community by encouraging engagement between the communities. Should the proposal be approved, discussions will be facilitated to discuss the possibility for Ysgol Bro Plenydd's community activities extend to the community of Llanaelhaearn, where appropriate.

The proposal will ensure that the children of the area are educated on a suitable site and in a naturally Welsh society, increasing opportunities for socialising and working with others and giving them a fair chance to flourish among their peers.



Equality Assessment Report Ysgol Llanaelhaearn

- February 2020

- 1. INTRODUCTION**
- 2. OPTIONS**
- 3. IMPACT OF ANY CHANGE**
- 4. ANALYSIS OF RESULTS**
- 5. CONCLUSION**

1. INTRODUCTION

1.1 Ysgol Llanaelhaearn Context

On 4th June 2019, Gwynedd Council's Cabinet allowed the Education Department to hold formal meetings with the Governing Body of Ysgol Llanaelhaearn, and other relevant stakeholders, to discuss a range of possible options for the future of the school.

Ysgol Llanaelhaearn is located in the centre of the village of Llanaelhaearn which is between Pwllheli and Caernarfon. The school has a capacity from Nursery to Year 6 of 53, with 8 pupils aged 3-11 attending the school (September 2019). All pupils live in the Llanaelhaearn catchment area.

The 8 pupils attending the school are taught in two classes with 3 in the foundation phase and 5 in key stage 2.

Between June and September 2019, meetings were held with the Governing Body and other relevant stakeholders to review the school's position, where a number of options were put forward to consider the future of the school.

On November 5th 2019, Gwynedd Council's Cabinet agreed to begin a period of statutory consultation in accordance with the requirements of section 48 of the School Standards and Organisation (Wales) Act 2013 on the proposed proposal to close Ysgol Llanaelhaearn on 31 August 2020 and to provide places for pupils at Ysgol Bro Plenydd, Y Ffôr, on 1 September 2020.

The statutory consultation was held between 16 December 2019 and 29 January 2020. Eight responses received during the consultation.

2. OPTIONS

During the local meetings, a range of options were presented and evaluated for the future of the school.

Following a detailed assessment of 8 options, it was concluded that two options offered advantages compared to the school's current situation.

Those options in addition to doing nothing and continuing the status quo, are detailed below:

- *Do nothing - continue with the current structure of the school.*

Retaining the current system would mean that Ysgol Llanaelhaearn would continue in the same way, with the same staffing structure. There would be a Strategic Head at Ysgol Llanaelhaearn, Garndolbenmaen and Chwilog who would spend one day a week leading Ysgol Llanaelhaearn.

The pupils would continue to be taught by a full-time teacher and a senior assistant.

- *To federalise with other School(s)*

Ysgol Llanaelhaearn would form a formal, legal Federation with one or more neighbouring Schools. This means that the schools remain separate but the Governing Bodies are abolished, and a single Governing Body is elected for the Federation. Geographically, the schools that would be reasonable to consider would be one or more of Yr Eifl, Llangybi, Bro Plenydd, Chwilog and Pentreuchaf schools. The schools budgets would remain separate. Forming a formal federation with another school or schools would strengthen the school's leadership and increase opportunities for pupils to collaborate and socialise with peers.

By introducing a federal model with another school to Ysgol Llanaelhaearn, it is not envisaged that the change would have an impact on equality characteristics, mainly as the school would remain in Llanaelhaearn, implementing the same equality and anti-bullying policies.

- *Close Ysgol Llanaelhaearn and pupils to be educated at an alternative school*

This means that Ysgol Llanaelhaearn is closing, and current pupils transfer to Ysgol Bro Plenydd (the alternative school).

Following a more detailed assessment of these options, it is concluded that the proposal to close Ysgol Llanaelhaearn and transfer the pupils to Ysgol Bro Plenydd responded to the main challenges facing the school, namely low numbers of pupils and small classes.

2.2 Statutory Consultation

Eight responses were received during the consultation period, including Estyn's comments. In their response, they noted:

"The proposer notes that Ysgol Bro Plenydd has similar facilities to Ysgol Llanaelhaearn to provide specialist provision that is suitable for pupils with additional learning needs. However, it does not identify clearly enough the effect on SEN pupils and the proposal does not consider accessibility arrangements for disabled pupils."

"On the whole, the proposer has given sufficient consideration to the effect and cost of the proposals on pupils' travel arrangements, but not to the accessibility of transport provision for pupils with special needs."

In response to the observation that there is lack of consideration for disabled pupils, the Authority notes that as is currently the case, Ysgol Bro Plenydd would need to review the Plans of pupils with ALN and then map the needs on the school provision. The Moderation Panel would consider provision for pupils with a Statement or Individual Development Plan (IDP) to ensure suitable provision in the new school. The forum would discuss the IDPs of children who receive the input of the ALN and Inclusion Integrated Team, ensuring continuity of service.

Both sites have been assessed in the same category. Should a person with disabilities make an application for admission or transfer to Ysgol Bro Plenydd in the future, the Authority would deal with the application in the same way as any other school in Gwynedd.

In response to the observation concerning accessibility of transport provision for pupils with special needs, the Authority notes that any additional transport would be discussed by the Moderation Panel on a case by case basis.

In considering the equality impact of the proposal, Estyn notes:

"The proposer has conducted an equality impact assessment and asserts reasonably that the proposal should not have a detrimental effect on any particular group. However, the proposer has not given appropriate consideration to the possible disruption for existing pupils."

In response to the above comment, the Education Department supports a request for transport to Ysgol Chwilog, which would reduce the potential disruption to the current pupils of Ysgol Llanaelhaearn.

3. IMPACT OF ANY CHANGE

The Council must have due regard to the impact any changes will have on people with equality characteristics below. What impact will the new policy / service or proposed changes have on these features?

Features	What kind of impact? *	In what way? What is the evidence?
Race (including nationality)	None	<p>It is anticipated that implementing the proposal would not affect people on racial grounds. Implementing the option will mean that everyone of any race is treated according to their need. Ysgol Llanaelhaearn, and its neighbouring schools operate an equalities policy which states that they:</p> <p><i>“...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives.”</i></p>
The Welsh language	None	<p>The children of Ysgol Llanaelhaearn are educated through the medium of Welsh, and this would not change by implementing the proposed option.</p> <p>A Welsh Language impact assessment has been conducted on the proposal.</p>
Disability	None	<p>Change is not anticipated for disabled people.</p> <p>Should the proposal to close Llanaelhaearn school and educate the pupils at Ysgol Bro Plenydd be approved, the number of disabled pupils attending the schools will need to be monitored. Depending on the disability the schools will have to adapt their plans for giving access to pupils with specific disabilities. As a result, the authority will also need to ensure that relevant departments are aware of changes and obtain the necessary input. An assessment of the accessibility of the proposed site would be undertaken in accordance with specific situations.</p> <p>Both sites fall into the same category in terms of accessibility, but should an individual with disabilities make an application for admission or transfer to Ysgol Bro Plenydd in the future, the Authority would deal with the application as would any school other in Gwynedd.</p>
Gender	None	<p>It is anticipated that implementing the proposal would not affect people on the grounds of gender. Ysgol Llanaelhaearn and its neighbouring schools operate an equalities policy which states that the school:</p> <p><i>“...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives.”</i></p>
Age	Any effect would be minimal (positive or negative)	<p>It is anticipated that implementing the proposal would not affect people on the basis of age. Implementing the option would mean that everyone of any age is treated the same. Ysgol Llanaelhaearn and its neighbouring schools operate an equalities policy which states that the school:</p>

		<i>“...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives.”</i>
Sexual orientation	None	It is anticipated that implementing the proposal would not affect people on the grounds of sexual orientation. Implementing the option would mean that everyone of any sexual orientation is treated according to their need. Ysgol Llanaelhaearn and its neighbouring schools operate an equalities policy which states that the school: <i>“...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives.”</i>
Religion or belief (or lack of belief)	None	It is anticipated that implementing the proposal would not affect people on the grounds of religion or belief. Implementing the option would mean that everyone of any religion or belief is treated according to their need. Ysgol Llanaelhaearn and its neighbouring schools operate an equalities policy which states that the school: <i>“...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives.”</i> Ysgol Llanaelhaearn and all surrounding schools (Yr Eifl, Llanybi, Pentreuchaf, Bro Plenydd, Chwilog) are community schools, and there is no intention to change this.
Gender Reassignment	None	It is anticipated that implementing the proposal would not affect people on the grounds of gender reassignment. Implementing the option would mean that everyone is treated fairly. Ysgol Llanaelhaearn and its neighbouring schools operate an equalities policy which states that the school: <i>“...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives.”</i>
Pregnancy and maternity	None	Implementing the proposal would not affect any pregnant person, whether staff or parent, as both schools implement the same policy.
Marriage and civil partnership	None	The implementation of the proposal would not affect anyone married or in a civil partnership, as both schools implement the same policy.

The Council has a duty under the Equality Act 2010 to make a positive contribution to a fairer society by promoting equality and good relations in its activities in the areas of age, gender, sexual orientation, religion, race, transgender, disability and pregnancy and maternity.

General Duties of the Equality Act	Does it make an impact? *	In what way? What is the evidence?
Remove illegal discrimination, harassment and victimisation	No	Implement the alternative school's equality and anti-bullying policies to eliminate unlawful discrimination and harassment. The Education Department's standard policies are implemented by both schools.
Promote equal opportunities	No	The aim is to promote equal opportunities and promote the alternative school to continue to follow equality policies and procedures.
Encouraging good relationships	Yes	The aim is to promote equal opportunities and promote the alternative school to continue to follow equality policies and procedures. As some children living in the Llanaelhaearn catchment area already attend Ysgol Bro Plenydd, a link between the school and the Llanaelhaearn community already exists. However, opportunities are promoted for the school to build on links with the Llanaelhaearn community.

4. ANALYSING THE RESULTS

4.1 Is the proposal therefore likely to have a significant, positive impact on any of the equality characteristics or the General Duty? What is the reason for this?

The proposal is unlikely to have a significant impact on any of the equality characteristics or the General Duty. The alternative school has equalities and anti-bullying policies, as Ysgol Llanaelhaearn currently has.

4.2 Is the proposal therefore likely to have a significant, negative impact on any of the equality characteristics or the General Duty? What is the reason for this?

The proposal is unlikely to have a significant impact on any of the equality characteristics or the General Duty. The alternative school has equalities and anti-bullying policies, as Ysgol Llanaelhaearn currently has.

4.3 What should be done?

Choose one of the following:

Continue with policy / service as it is sound	✓
Adjust the policy to remove any barriers	
Prevent and remove the policy as the adverse effects are too great	
Continue with policy as any adverse impact can be justified	

4.4 If continuing with the plan, what steps will you take to reduce or mitigate any negative impacts?

Although the loss of a local school could have a negative impact on community cohesion, this will need to be mitigated by encouraging links between the alternative school and the local community of Llanaelhaearn.

4.5 Monitoring - what action will you take to monitor the impact and effectiveness of the policy or service (action plan)?

The school (and their Governing Body) is responsible for implementing its equality policy and the Authority, through its usual support and monitoring procedures, will ensure compliance.

5. CONCLUSION

It is concluded that implementing the proposal to close Ysgol Llanaelhaearn and transfer the pupils to Ysgol Bro Plenydd would not affect equality, whether as a characteristic or a general duty. Robust equality and anti-bullying policies are implemented by the alternative school which would extend to Llanaelhaearn pupils and parents. Should some be identified following the consultation, then the Council will consider the necessary actions.

Agenda Item 7

GWYNEDD COUNCIL CABINET



Report to a meeting of Gwynedd Council Cabinet

Date of meeting:	18 February 2020
Cabinet Member:	Councillor Dyfrig Siencyn
Contact Officer:	Dewi W Jones, Council Business Service Support Manager
Department:	Corporate Support
Title of Item:	Gwynedd Council Plan 2018-23 – 2020/21 Review

1. THE DECISION SOUGHT

- 1.1. The Cabinet's approval of the Gwynedd Council Plan 2018-2: 2020/21 Review (the Plan) to be submitted to the Council on 5 March 2020.

2. THE REASON FOR THE NEED FOR A DECISION

- 2.1. The Gwynedd Council Plan 2018-2023 was originally adopted by the Full Council at its meeting on 8 March 2018. Since this date we have been conducting yearly reviews to ensure that we as a Council continue to prioritise our work according to the needs of the people of Gwynedd.
- 2.2. The Cabinet firstly needs to ratify the Plan, including the updates made, so as to recommend that the Full Council adopts the Plan at its meeting on 5 March 2020.

3. INTRODUCTION

- 3.1. The Gwynedd Council Plan 2018-2023 is the Council's public declaration of what we intend to achieve for the people of Gwynedd. When first published, the Plan declared our vision over 5 years, and every yearly review offers a summarised update of where we have reached on the journey and what our priorities will be for the year ahead.
- 3.2. We now need to review the Plan in order to explain what we intend to achieve during 2020/21, the third year of the five year plan. The Cabinet will need to approve the changes made to the Plan between 2019/20 and 2020/21. The new revised Plan can be found in **Appendix 1**.
- 3.3. Where significant changes have been made to the contents of the Plan, Equality Impact Assessments have been submitted in order for the Cabinet to determine if the changes are acceptable. The first assessment looks at the Plan in its entirety. The following two assessments measures two new projects, namely 'Meirionnydd

Collaboration’ and ‘Ensuring Fairness for Everyone’. These assessments can be found in **Appendix 2**.

- 3.4. The Plan has been split into two main sections – the **Summary Plan** and the **Individual Department plans**. The **Summary Plan** includes the Council's Well-being Objectives and Improvement Priorities for the period in question, and summarises all the areas we wish to pay particular attention to in order to make the biggest difference to lives of our residents. Below each Improvement Priority are summaries of what we intend to achieve.
- 3.5. A description of each Departments' day-to-day work has been included in the **Department Plans**. In addition, a more detailed description is given of what is intended to be done in response to the improvement priorities.

4. RELEVANT CONSIDERATIONS

- 4.1. The matters for the Cabinet members to consider before approving the Plan are noted below:
- 4.2. The projects in the table below are new to the Plan, and therefore does the Cabinet approve their inclusion?

Project	Department	Reason for inclusion
Climate Change Action Plan (which is also a new Improvement Priority)		To respond to the Cabinet and the Council's priority following its declaration of climate emergency
Meirionnydd Collaboration	Education	The need to respond to the current situation in Meirionnydd by strategically assessing secondary school provision.
Ensuring Fairness for Everyone	Corporate Support	A new Equality Plan is coming into force in 2020/21, and a project is needed to boost its implementation

- 4.3. One of the main changes to the Summary Plan is to include a new Improvement Priority which will address the Council and the Cabinet's desire to respond to the declaration of climate emergency. At the end of the Summary Plan you will find Improvement Priority 8 'Respond to the Climate Change Emergency', and the project 'Climate Change Action Plan'. An Equality Impact Assessment hasn't yet been drawn because the aim of the project is to agree an action plan during 2020/21. An Assessment will therefore be submitted as this work develops.
- 4.4. Equality Impact Assessments have been included on the other two projects in Appendix 2.
- 4.5. The following projects, which have been contributing to Improvement Priorities in the Concise Plan up until this year, will transfer to become part of the day-to-day

work of the relevant Departments during 2020/21, either because particular attention to this work is no longer needed or the work has been completed. Does the Cabinet approve of this change?

Project	Department
Strengthening Leadership	Education
Berwyn Catchment Area, Y Bala	Education
Supporting Families Strategy	Children and Supporting Families
Increase the Benefits from Major Events	Economy
Leadership Development	Corporate Support

4.6. In addition, the following projects have changed:

Project	Department
Secondary Sector Language Strategy has changed its title to Promoting the Use of Welsh by Children and Young People	Education

4.7. The remaining Improvement Priority projects carry forward from 2019/20 to 2020/21.

4.8. **Local Priorities** (text on a coloured background found in the Departmental Plans) are the priorities raised by local members during the initial consultation on the Council Plan in the autumn of 2017. Any changes made to these local priorities, along with any implementation steps intended for the future are addressed within the relevant Departmental Plan.

4.9. **The Well-being of Future Generations (Wales) Act (2015)**

The Act places a duty on public bodies in Wales to improve economic, social, environmental and cultural well-being. As part of this duty, public bodies need to publish well-being objectives that outline how they will improve well-being.

4.10. We have consulted with the Elected Members and the public regarding the matters that affect their well-being as part of the process of developing the original Plan, whilst also analysing the findings of the Gwynedd and Anglesey Public Services Board Well-being Assessment.

4.11. The Council Leader's Foreword will need to be included in the Plan submitted to the Council for their approval, and this will be done following the discussion at the Cabinet meeting.

4.12. The 'Financial Information' section will also be updated before submitting the final Plan to the Council for its approval.

5. NEXT STEPS AND TIMETABLE

- 5.1. By approving the plan, it is intended to submit it to be adopted in the next full meeting of the Council on 5 March 2020.
- 5.2. After the Full Council's adoption of the Plan, it will be published on the Council's website and paper copies will be distributed for reading at Siop Gwynedd Caernarfon, Pwllheli and Dolgellau, and the county's libraries.

6. ANY CONSULTATIONS TAKEN PRIOR TO RECOMMENDING THE DECISION

6.1 Views of the Statutory Officers:

i. Head of Finance Department:

The Council Plan is a key document, which sets out what Gwynedd Council aims to do over the next three years.

The Council Plan Fund remains in place in order to finance the Plan's priorities, but a proportion of this fund has already been committed. There is a likelihood that resource requirements for all the improvement priorities in the Plan is greater than the money available to them, whilst financial propriety means that it must be ensured that a funding source has been identified for any commitment to spend.

I expect that the Cabinet will continue to consider each business case individually before agreeing to fund it. I will update the Cabinet on the latest situation of the Fund on these occasions.

ii.: Monitoring Officer:

Within the Council Plan there are statutory aspects which are addressed, specifically in relation to Improvement Objectives under the Local Government (Wales) Measure 2009 and the Wellbeing Objectives established under the Wellbeing of Future Generations (Wales) Act 2015. By reviewing the Plan the Council addresses the annual requirements to review or set which relates to these. I support the recommendation from a propriety perspective.

6.2 View of the Local Member

Not a local matter.

6.3 The Findings of any Consultation

Nothing to note.

Appendices

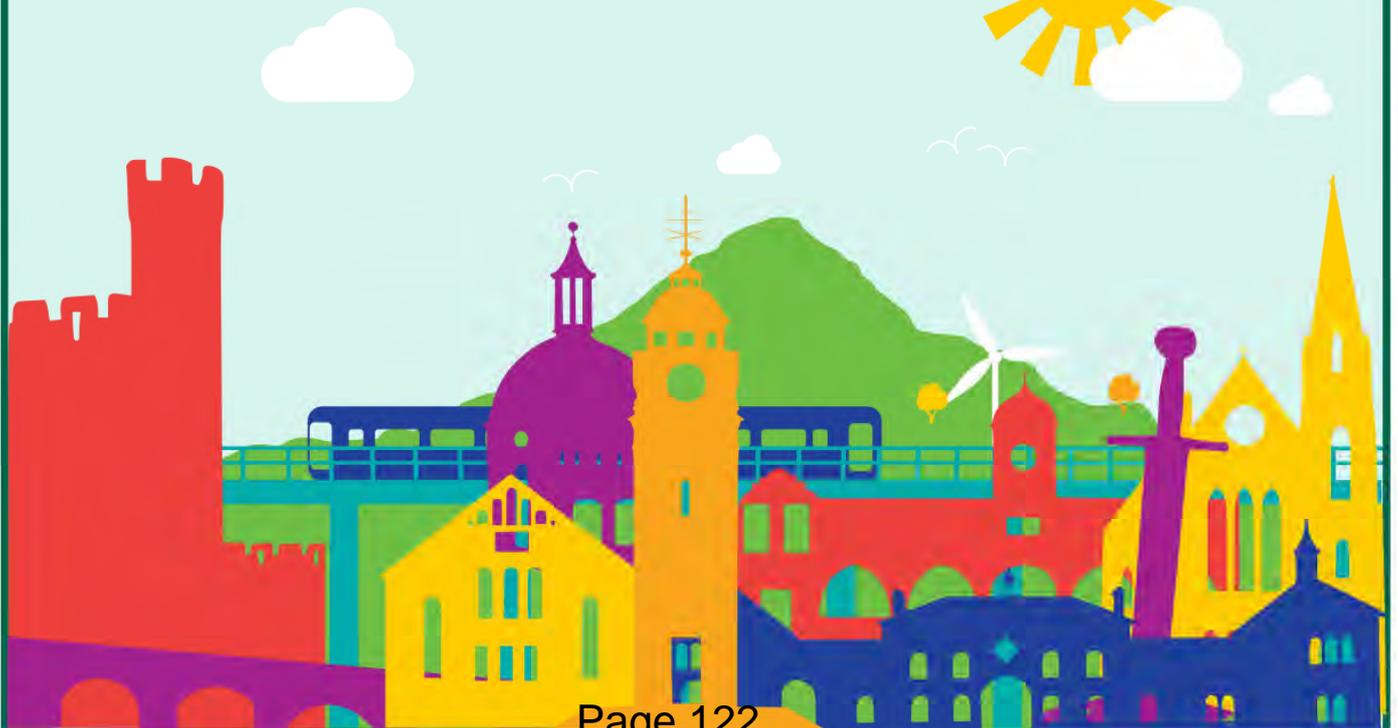
Appendix 1 – Gwynedd Council Plan 2018-23: 2020/21 Review
Appendix 2 - Equality Impact Assessments



Gwynedd Council Plan

2018 - 2023

2020/21 Review





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Freepik”

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COUNCIL LEADER'S FOREWORD

The Foreword will be included in the Plan to be submitted to the Council meeting on 5 March 2020.

INTRODUCTION TO THE PLAN

The Gwynedd Council Plan 2018-23 was adopted by the Council in March 2018 (and reviewed in March 2019). It was produced based on evidence within the well-being assessment conducted by the Gwynedd and Anglesey Public Services Board, and feedback from engagement sessions held with communities, elected members, staff and partners.

The Council's ambition is to see every community in Gwynedd thriving, with Gwynedd's residents able to:

- Enjoy happy, healthy and safe lives
- Receive education of the highest quality which will enable them to do what they want to do
- Earn a sufficient salary to be able to support themselves and their families
- Live in quality homes within their communities
- Live in a natural Welsh society
- Live with dignity and independently for as long as possible
- Take advantage of the beauty of the County's natural environment

In accordance with the **Well-being of Future Generations (Wales) Act 2015**, these are our well-being objectives.

This Plan notes what we are already doing to contribute to the delivery of our well-being objectives and the realisation of our ambition through the day-to-day work of our Departments.

Additionally, we have identified a number of areas where we believe there is a need for specific change and action in order to improve the way that we deliver these objectives. These have been noted as Improvement Priorities, and they include a number of projects that we will implement.

As part of this action we will also give appropriate consideration to the sustainable development principles by considering the long-term, prevention, integration, collaborative working and being inclusive of people of all ages.

We will do this by adopting the "Ffordd Gwynedd" approach of working, which focuses on placing the people of Gwynedd at the heart of everything we do.

Although steps have already been taken to show how we contribute to the principles of the Act, we recognise that further work is needed to evidence this and the impact on the residents of the County. Consequently, we intend to strengthen our arrangements to challenge and report on performance in order to highlight our contribution to the Act.

We have reviewed the content of the Plan over the past months in order to ensure that we continue to do the things that matter to the people of Gwynedd and to examine the social, economic, environmental and policy issues which influence the Council, and which are likely to have an impact on the people of Gwynedd in the future.

As a Council, we regularly review our work to ensure that we are on the right tracks. This Plan's Improvement Priorities, together with the remainder of the day to day work of the Council have been addressed in the Cabinet Members' Performance Challenge Reports which are discussed at regular meetings of the Cabinet. If more, or less, needs to be done or if any project needs to be changed, we will do so.

This version of the Plan, the 'Gwynedd Council Plan 2018-2023: 2020/21 Review', will supersede the current version and the following is a list of the main amendments made to the Plan following the review:

In response to the Full Council's decision at its meeting on 7 March 2019, to do our utmost to ensure that the county remains a vibrant, viable and sustainable home for our children and their children for generations to come, a new improvement priority has been added.

- **Respond to the Climate Change emergency**

The following projects have either been completed or transferred to become part of the day to day work during 2019/20:

- **Strengthening Leadership**
- **Berwyn Catchment Area, Y Bala**
- **Supporting Families Strategy**
- **Increase the Benefits from Major Events**
- **Leadership Development**

The following projects have been added:

- **Climate Change Action Plan**
- **Meirionnydd Strategic Collaboration**
- **Ensuring Fairness for Everyone**

In addition, the following projects have changed:

- **Secondary Sector Language Strategy** has changed its title to **Promoting the Use of Welsh by Children and Young People**

The Plan also includes information about our achievements in response to matters raised as Local Priorities by Councillors back in the autumn of 2017. Any changes to these priorities, along with any action plans intended for the future, are addressed within the relevant Departmental Plan.

As noted above, the fragile financial situation in Wales and Britain poses a significant challenge to us as a Council as we plan our services for the future. Cuts to our budgets mean that continuing to provide a number of services is extremely difficult. Therefore, we must be creative and consider every possible way of providing the services that the people of Gwynedd deserve. However, we have clearly stated that any changes would be based on one form of measurement - the need to see every community in Gwynedd thriving and to improve the well-being of our residents for the future.

Since the original Plan was adopted, the Gwynedd and Anglesey Public Services Board adopted its Well-being Plan during the spring of 2018. The well-being goals and the priorities highlighted within the Well-being Plan are consistent with the ones in the Gwynedd Council Plan 2018-2023. The Council Plan focuses on the day to day services and the matters that the Council has prioritised while the Well-being Plan will focus on the fields where it is felt that public organisations could make more of a difference to the well-being of the people of the area by working together.

Our vision is for every community in Gwynedd to prosper, and for us as people to...

Enjoy happy, healthy and safe lives

Receive education of the highest quality which will enable us to do what we want to do

Earn a sufficient salary to be able to support ourselves and our families

Live in quality homes within our communities

Live in a natural Welsh society

Live with dignity and independently for as long as possible

Take advantage of the beauty of the County's natural environment

We will achieve this by pioneering innovative ways of working, whilst focusing on...

Creating a viable and prosperous economy

Every pupil having the opportunity to reach his or her potential

Reducing inequality within the county

Ensuring access to suitable housing

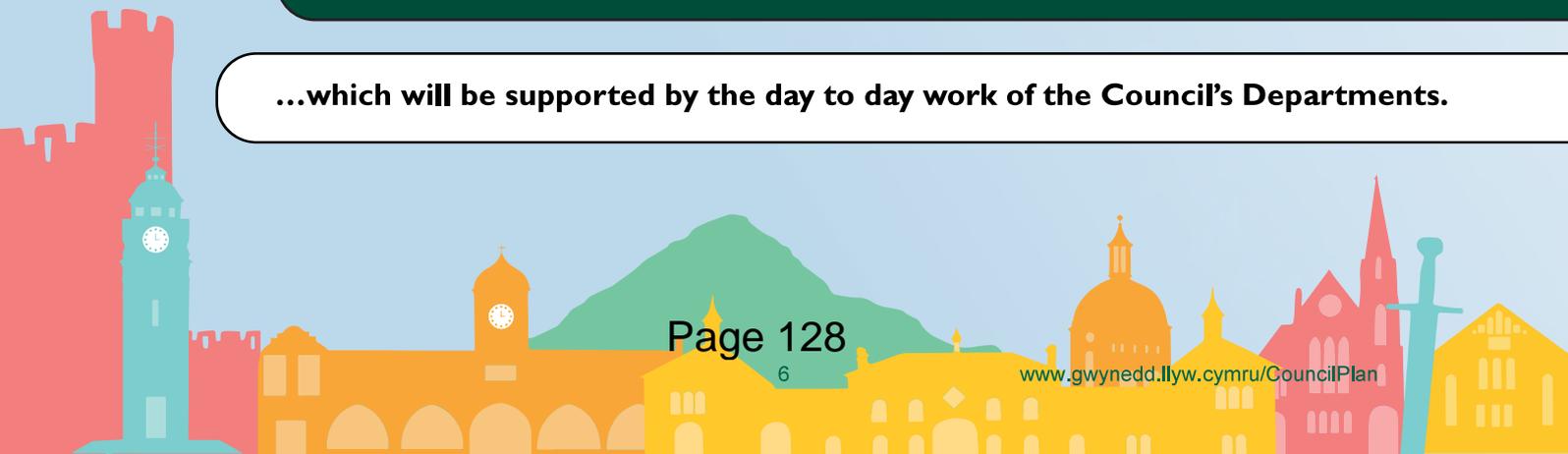
Assisting people to live their lives through the medium of Welsh

Assisting people who need help to live their lives as they wish

Putting the people of Gwynedd at the centre of everything we do

Responding to the climate change emergency

...which will be supported by the day to day work of the Council's Departments.



Our Improvement Priorities are the fields we believe that require focus as there is a need to increase or improve the current situation. See below a summary of the projects that will contribute to that improvement; however, more details can be seen in the relevant department's plans.

The things we want to do better:

Ensuring that there are suitable jobs available in the county that pay salaries which enable residents to support themselves and their families is the foundation to allowing the people of Gwynedd to thrive.

 Improvement Priority I  Create a viable and prosperous economy.

How will we achieve this?

<h2>I. Growth Vision for North Wales</h2> <p>A lack of growth is a weakness in the economy of the whole of North Wales, and particularly the north-west. In an attempt to overturn the situation, the six counties in North Wales, and other stakeholders such as education establishments in the region and the private sector came together to establish the North Wales Economic Ambition Board.</p> <p>The Board's main plan is 'The North Wales Growth Bid' and in November 2019 an initial agreement was signed between the Ambition Board, Welsh Government and UK Government which are preparing the realisation of the Growth Bid. The bid will lead to an investment of £945m in the north Wales region over the next 15 years and create up to 4,000 jobs across north Wales.</p> <p>As a member of the Ambition Board, our aim as a Council is to ensure that the people and businesses of Gwynedd maximise the benefits from this financial investment, especially at a time when there will be a need to respond to the side-effects of Brexit.</p> <p>In future, we will continue to contribute to the Ambition Board's work programme, including improving the availability of fast broadband, developing the Trawsfynydd Power Station site, and developing a Rural Innovation Centre in Glynllifon. We will also contribute to the development of the North Wales Economic Framework which is being prepared by Welsh Government to identify the main regional investment programmes in the future.</p>		Economy and Community Department
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This work contributes to the following Well-being Objectives -

- Enjoy happy, healthy and safe lives.
- Earn a sufficient salary to be able to support ourselves and our families.
- Live in quality homes within their communities.
- Live in natural Welsh society.
- Receive education of the highest quality which will enable us to do what we want to do.

2. Keeping the Benefit Local



**Corporate
Support
Department**

The Council is responsible for purchasing a number of goods and services and is eager to try to ensure that local businesses can compete and win these contracts in order to ensure that as much of the Council's expenditure as possible **remains local**.

We have already introduced new arrangements to attempt to purchase goods and services in more innovative and efficient ways, and steps were taken to facilitate the ability of businesses to compete for contracts. In 2018/2019, we succeeded to increase the percentage of local expenditure to 63% compared with 62% the previous year.

In future, we will engage with local businesses in order to assess what would make procurement opportunities more attractive to them and what further support they need. We will also review our procurement arrangements in order to ensure that the balance between keeping the benefit local and getting value for money is appropriate.

This work contributes to the following Well-being Objectives -

- Earn a sufficient salary to be able to support ourselves and our families.
- Live in natural Welsh society.

3. Create High Value Jobs (£26,500 + salary)



**Economy and
Community
Department**

Salaries in Gwynedd are among the lowest anywhere in Britain. Weekly pay in the county was the lowest in Wales in 2019 (£459 on average) and low pay was at its worst in our rural communities (£423). Low salaries will inevitably lead to higher levels of poverty and rural depopulation, which in turn affects our communities, the future of our young people, and the Welsh language as a healthy community language.

The **Create High Value Jobs** project has already taken steps to improve the situation, such as securing European funding to realise a scheme to develop space for businesses to locate themselves in the Snowdonia Aerospace Centre in Llanbedr, and a scheme to increase the number of school pupils who study the subjects desired by businesses within well-paid sectors.

In future, we will continue with the above-mentioned schemes, and we will also lead on other schemes such as developing a scheme by the North Wales Economic Ambition Board to prepare the Trawsfynydd Power Station site in order to attract investment to generate low-carbon energy. Such schemes will ensure the continuation of high-value local jobs.

This work contributes to the following Well-being Objectives -

- Earn a sufficient salary to be able to support ourselves and our families.
- Live in natural Welsh society.

4. Arloesi Gwynedd Wledig



**Economy and
Community
Department**

The nature of our rural economy means that 79% of Gwynedd businesses do not employ more than one person and there are too many jobs within sectors which don't pay well. This leads to threats in terms of **the sustainability of our rural communities**.

Ensuring digital connectivity for our rural communities, and that the workforce and rural businesses have the skills to take advantage of them, are matters that have already received attention. We have held a pilot scheme to provide public WiFi in eight rural towns, and to increase access to computer equipment. We are also a part of the ARFOR programme, a Welsh Government investment to create more and better jobs in areas in west Wales where a high percentage of the population speaks Welsh.

In the future, we will continue to act as part of the ARFOR programme, to extend the digital provision in communities and it will work with Grŵp Llandrillo Menai and the private sector to establish a rural innovation hub in Glynllifon, giving particular attention to the food and drink sector.

This work contributes to the following Well-being Objectives -

- Earn a sufficient salary to be able to support ourselves and our families.
- Live in natural Welsh society.
- Receive education of the highest quality which will enable us to do what we want to do.

5. Promoting Town Centres



**Economy and
Community
Department**

Lively **town centres** are able to make substantial contributions to the economic and social success of local areas.

The "high streets" of a number of Gwynedd towns need support to ensure that they thrive by maintaining and creating work and providing a range of goods and services that residents and visitors need.

We have already been collaborating with businesses in Bangor and Caernarfon to promote the Business Improvement Districts (BIDs) and to attract resources from Welsh Government's Regional Regeneration Programme. We successfully established a loans programme for the upgrading of redundant buildings in the areas of Caernarfon, Bangor, Bethesda and Penygroes, and we are also collaborating with partners in Harlech to establish a town centre regeneration programme.

In future, we will continue with the above-mentioned work, and will prepare plans for 13 catchment areas in Gwynedd, based on what matters to the residents within these communities.

This work contributes to the following Well-being Objectives -

- Earn a sufficient salary to be able to support ourselves and our families.
- Live in natural Welsh society.

6. Implementing the Gwynedd Slate Heritage



**Economy and
Community
Department**

In 2019-20, a full nomination from Gwynedd was presented to the UK Government and to Unesco for a **World Heritage Site** designation. The nomination gives us an opportunity to acknowledge the contribution of the traditional slate industry on an international platform, and to celebrate and protect the Welsh culture associated with those areas.

We have already used the World Heritage Site designation as a tool to regenerate our slate communities and to increase the value of the tourist industry. £1m of additional resources have been attracted to the county through the Heritage Fund, Welsh Government, the European Union and Snowdonia National Park through the LleCHI project.

In future, we will collaborate with the slate communities, via the LleCHI project, to create a programme of regeneration activities in these areas that will improve the appearance and look of communities, improve the quality of the visitor's experience, and will lead to an increase in residents' ownership of their heritage, language and culture.

This work contributes to the following Well-being Objectives -

- Earn a sufficient salary to be able to support ourselves and our families.
- Live in a naturally Welsh society.
- Make the most of the beauty of the county's natural environment.

7. Benefiting from Tourism



**Economy and
Community
Department**

Tourism is one of Gwynedd's main economic sectors and it is an important employer. However, the increase in tourist numbers is making a significant contribution to the pressure on the

infrastructure of the county's destinations; a cost that is mainly shouldered by the residents of Gwynedd.

We have already consulted with representatives from the sector and Snowdonia National Park Authority in order to look at how we can attract income to support the industry, and what the priorities are for the future.

In future, we will look to continue to collaborate with the tourism industry and our partners to create a new Tourism Management Plan for Gwynedd that will consider the best way of getting the greatest benefit to the industry and for the residents of Gwynedd. In doing so, we will seek to improve the sector's contribution to the communities and economy of Gwynedd, improve the provision of the county's destinations and increase the industry's provision for tourists and for the people of Gwynedd.

This work contributes to the following Well-being Objectives -

Earn a sufficient salary to be able to support ourselves and our families.

Live in a naturally Welsh society.

Make the most of the beauty of the county's natural environment.

8. Businesses Receiving Support to Prosper



Economy and Community Department

It is currently an uncertain time for businesses as a result of Brexit and changes in trading and competition arrangements. Gwynedd Council is determined to help local enterprises to adapt and respond to the challenge and we have already played a proactive part in the discussions regarding the future of business support in North Wales and the future of money to support the economy post-Brexit.

The county's businesses also work with many Council Departments or receive a service from them, including rates, planning, trading standards, building control and procurement. We have already consulted with the county's businesses to see whether the assistance and support they receive from the Council is the best it can be.

In future, we will respond to the views of businesses about the support they receive from the Council and ensure that every part of the Council considers how they can offer assistance to support businesses. We will also encourage Gwynedd businesses to make the most of the support available from others, and to powerfully convey the needs of Gwynedd businesses when discussing with our partners, particularly in light of Brexit.

This work contributes to the following Well-being Objectives -

Earn a sufficient salary to be able to support ourselves and our families.

9. Apprenticeships Scheme



**Corporate
Support
Department**

Welsh Government has outlined its national vision to address the need to develop vital skills in Wales and the broader economy to identify the priority fields and how apprenticeships will be an integral part of fulfilling this.

The Council has already identified appropriate fields for establishing apprenticeships and has allocated funding to deliver these schemes for the next two years. 17 apprentices had been appointed to work in the Council by the end of December 2019.

In future, we will proceed to appoint more apprentices in priority fields during 2020/21, considering the practicality of the Scheme's continuation beyond the current commitment.

This work contributes to the following Well-being Objectives -

- Receive education of the highest quality which will enable us to do what we want to do.
- Earn a sufficient salary to be able to support ourselves and our families.

If we are to take advantage of any opportunities that may arise, it is crucial that Gwynedd has a sustainable quality education system in place, which gives our residents the skills to take advantage of those opportunities.



Improvement Priority 2



Every pupil is given the opportunity to achieve their potential.

How will we achieve this?

1. Post-16 provision, Bangor Catchment Area, Trefferthyr Catchment Area (Cricieth), Meirionnydd Collaboration



Education Department

As a number of our schools are old and unsuitable to address future learning and educating needs, and as there are challenges associated with the provision of secondary and post-16 education in the county, we are planning and realising innovative projects to ensure that the children and young people of Gwynedd are educated in the best possible learning environment.

We have completed the work of establishing Ysgol Godre'r Berwyn, in **the Bala Catchment Area**. The school opened to pupils aged 3-19 years in September 2019, along with services for the local community such as a library and theatre. We have commenced work to improve the provision in the **Bangor catchment area and Trefferthyr catchment area**. We have also been **Collaborating with Meirionnydd secondary schools** to look at the system of providing secondary education for the area, and carrying out field work with key stakeholders to consider the current **Post-16 Provision** across the county.

We will aim to complete Ysgol y Garnedd in Bangor by September 2020, Ysgol y Faenol in Bangor by January 2021 and Ysgol Trefferthyr in Cricieth by September 2021. We will continue to collaborate in order to identify creative solutions to the secondary provision in Meirionnydd and we will draw up a report on the current post-16 provision that will form the basis to future developments.

This work contributes to the following Well-being Objectives -

Enjoy happy, healthy and safe lives.

Receive education of the highest quality which will enable us to do what we want to do.

Live in a naturally Welsh society.

2. Transforming the provision of Additional Educational Needs and Inclusion



Education Department

Work has already been completed on transforming the **additional learning needs and inclusion** service, in order to ensure that children and young people who need support have access to the most suitable support to enable them to fulfil their potential.

This service is now provided throughout Gwynedd and Anglesey, and it focuses on training and equipping our schools to support our most vulnerable children and young people to fulfil their potential.

In the future, we will continue to develop the service in some fields such as the early years, post-16 and special schools. We will also build on the existing partnership work between our special schools and with the authority's mainstream schools in order to improve the learning experiences of children with severe and complex needs.

This work contributes to the following Well-being Objectives -

Enjoy happy, healthy and safe lives.

Receive education of the highest quality which will enable us to do what we want to do.

Live with dignity and independently for as long as possible.

It must also be recognised, that currently, not everyone in our society has the opportunities to fulfil their potential. Certainly, as in every county in Wales, inequality exists within the county at different levels, with inequality created by poverty high in terms of the damage which is caused.

It is obvious that poverty can also have a significant devastating effect on well-being, and in particular on children's possible futures. Whilst we have services which endeavour to mitigate the effects of poverty, it is our responsibility to consider if there is more we should be doing.

We also have a responsibility to maintain a good standard of services to look after those children who find themselves in situations where there is a need for the Council to take responsibility for them. Ultimately, none of them wants to be in such a situation.



Improvement Priority 3



Reduce inequality within the county.

How will we achieve this?

I. More Gwynedd Residents Playing a Full Part in the World of Work



**Economy and
Community
Department**

A substantial number of residents are unable to fulfil their full potential as they are **underemployed or excluded from employment**. Being outside the world of work leads to reducing residents' wealth and increasing the demand for public resources, and preventing this is a key part of the anti-poverty agenda. There are direct benefits from being in work in terms of increasing earnings, but there are also wider benefits in terms of health, children's life opportunities and pride in communities.

We have already been working with employers, especially within the tourism industry, to ensure that more Gwynedd residents benefit from the employment opportunities available, and support the residents of Gwynedd to foster the digital skills required to access work.

In future, we will continue with the above plans and develop further plans such as close collaboration with our partners across North Wales and with the UK Government's Department for Work and Pensions, to improve the coordination of our services.

This work contributes to the following Well-being Objectives -

Enjoy happy, healthy and safe lives.

Earn a sufficient salary to be able to support ourselves and our families.

Live in a naturally Welsh society.

2. Supporting People's Well-being



Children and Supporting Families Department

Some residents need more support to deal with life's challenges, and the Council invests in, provides and plans many services and interventions to support people to face and attempt to overcome their problems. These can vary from parenting difficulties to substance misuse to the impact of loneliness.

We have drawn services from across the Council together to form the **Supporting People Programme** and to date we have focused our work on identifying barriers and improving our understanding of how our services are currently provided.

In future, we will continue to carry out mapping work to understand needs in specific communities and areas, look at whether grant schemes are used for the most effective purpose, and continue to build on the Children First Programme in the Maesgeirchen area.

This work contributes to the following Well-being Objectives -

- Enjoy happy, healthy and safe lives.
- Earn a sufficient salary to be able to support ourselves and our families.
- Receive education of the highest quality which will enable us to do what we want to do.
- Live in a naturally Welsh society.

3. Women in Leadership



Corporate Support Department

We will review the working conditions and environment in order to ensure that we take the lead in encouraging **Women in Leadership** and identifying and seeking to remove any barriers which could be preventing women from reaching leadership and management posts within the Council.

An internal Project Group has carried out a consultation with staff during 2019/20 and in future, we will implement a work programme that will include a programme to develop potential for women, carrying out an audit of our recruitment and appointment methods for managerial posts and creating a forum for female leaders and prospective leaders within the Council.

This work contributes to the following Well-being Objectives -

- Earn a sufficient salary to be able to support ourselves and our families.
- Live with dignity and independently for as long as possible.

4. Ensuring Fairness for Everyone



Corporate Support Department

In order to put the people of Gwynedd at the centre of everything we do, we must first identify any barriers that some people face when looking for, or receiving services from the Council. Therefore, our intention is to undertake a thorough investigation of the opinion of Gwynedd residents who have protected characteristics (as noted in the Equality Act 2010) about the services offered by the Council.

This engagement will happen in 2020-21 as part of the Strategic Equality Plan 2020-24. We will create a further Action Plan based on the evidence we receive.

This work contributes to the following Well-being Objectives -

Earn a sufficient salary to be able to support ourselves and our families.

Live with dignity and independently for as long as possible.

The Housing field has a vital role in helping the Council to deliver its ambition. We know that having a suitable, quality home leads to better health, more resilient communities and a population that can contribute fully to society. It is important that we develop varied, innovative and green housing proposals that promote lifelong solutions as well as offering early support to those in need. As a Local Authority, we will intervene to encourage a range of support and accommodation options to respond to the needs of the population today, and for future generations.

Alongside this, we must ensure that the steps taken respect the culture of the county's communities.



Improvement Priority 4



Access to suitable homes.

How will we achieve this?

I. Homes for the People of Gwynedd Strategy 2019-24



Housing and Property Department

The demand for social and affordable housing to home the residents of Gwynedd is currently higher than the supply available. In response to this challenge we have already drawn up a Housing Strategy which aims to optimize our supply of housing in Gwynedd, to improve their standards and also improve access to housing by strengthening the support that is available to people to enable them to live independently in their communities.

We have developed an Action Plan during 2019/20 in order to implement this Strategy, and in future we will develop specific projects included in that Plan. We will also investigate our ability as a Council to meet the challenge of providing suitable homes for our residents in Gwynedd.

This work contributes to the following Well-being Objectives -

Enjoy happy, healthy and safe lives.

Live in quality homes within their communities.

Live with dignity and independently for as long as possible.

Live in a naturally Welsh society.

One of the unique features Gwynedd has as a county is its Welshness. Gwynedd Council itself is dedicated to working through the medium of Welsh, but that in itself is not sufficient if we are to keep the unique nature of the county alive.



Improvement Priority 5



Living lives through the medium of Welsh.

How will we achieve this?

1. Promote the use of the Welsh Language within the Council's Services



**Corporate
Support
Department**

Gwynedd Council has been prominent in terms of ensuring that services for residents are available through the medium of Welsh as we operate through the medium of Welsh internally. It is continual work to **Promote the use of the Welsh language within the Council's Services**, and we are aware that there is a need to continue to maintain our staff's language skills.

To date, we have been successful in reviewing the language requirements of all posts and in assessing the linguistic ability of 40% of our officers against those requirements. This has all been supported by a language improvement and learning programme.

In future, we will focus on working with the rest of the Council services - especially front-line services - to complete the assessment and develop the skills of new and existing staff and to take up new opportunities to ensure that we offer a fully bilingual provision for all aspects of our services.

This work contributes to the following Well-being Objectives -

[Live in a naturally Welsh society.](#)

2. The Welsh Language in Public Services



**Corporate
Support
Department**

At present there is inconsistency in the provision of bilingual services by public bodies in Gwynedd which means that it is not always possible for residents to use the Welsh language naturally when communicating with public bodies.

We will collaborate with other public organisations, through the Gwynedd and Anglesey Public Services Board, to ensure that we innovate in the provision of **The Welsh Language in Public Services** in the county.

In future, we will contribute to a work programme that will draw together the Council's Adults, Health and Well-being Department, the Health Board and Anglesey Council to establish working arrangements in a bilingual situation for the Community Resources Teams, namely the teams that will provide care and support for the people who need it.

This work contributes to the following Well-being Objectives -

Live in a naturally Welsh society.

3. Gwynedd Businesses to use the Welsh Language



Corporate
Support
Department

The Council has direct contact with Gwynedd businesses in order to encourage **Gwynedd Businesses to use the Welsh Language**. Hunaniaith officers, as well as officers within the Economy and Community Department, encourage businesses to increase the use of the language through their work in the communities.

In future, we will continue with this work, and we will also work with external partners such as Welsh in Business and the Welsh Language Commissioner to ensure that everyone contributes to planning the provision required by Gwynedd businesses.

This work contributes to the following Well-being Objectives -

Live in a naturally Welsh society.

4. Promoting the Use of Welsh by Children and Young People



Education
Department

In order to promote and increase the use of the Welsh language among young people within the curriculum and socially, we have led on the Welsh Language Charter in order to influence children's social use of the Welsh language in primary schools and there have been calls to ensure its progression in the secondary schools.

We have been working in collaboration with secondary schools to produce an individual action plan in order to increase the opportunities for children and young people to use the Welsh language in formal and informal situations, and have given specific attention to the language medium of the provision across the curriculum in Key Stages 3, 4 and 5. In future, we will continue to collaborate on these issues and will support the schools to complete and implement their plans.

We will also support schools to act in accordance with the new national requirements of Welsh Government's Welsh Language Charter Framework that is coming into force during 2020-21.

This work contributes to the following Well-being Objectives -

Live in a naturally Welsh society.

Receive education of the highest quality which will enable us to do what we want to do.

Another feature of Gwynedd is the fact that we have a higher percentage of older people residing here compared with other counties in Wales. Whilst the Council has been very good in providing support to people of every age who need care, the increase in the total of older people, the financial constraints and problems discovering a workforce to continue to provide these services mean that we have to think of different solutions.

The truth is that a high number of older people want to continue to live their lives as they wish, which often means something different to different individuals. We need to change our services to be more tailored to the actual needs of those who need our support.

Our vision is that our community services are transformed to facilitate early support and assistance for people to be provided in their own homes and within their own communities. With this approach, we will see better results for individuals, and the demand for hospital admissions and care provision will reduce over time. The Welsh Government plan, 'A Healthier Wales' sets out a long-term vision for the entire health and social care system in the future, focusing on health and well-being and preventing ill-health. In order to fulfil this vision, we must continue to transform care services.



Improvement Priority 6



Helping people who need support to live their lives as they wish.

How will we achieve this?

1. Re-design our Care Services



Adults, Health and Well-being Department

The county's care needs are changing, and we have been collaborating with the Health Board to ensure easy and direct access to services that support what matters to Gwynedd adults. A working method that places more emphasis on health and well-being and prevention work will ensure better outcomes for individuals, enable them to live independently for as long as possible and reduce the need for intensive care.

We have established 5 Local Area Teams that provide a seamless service and build on the strengths of the individual and the community. They also ensure that our arrangements for hospital discharge are effective and correspond to what matters to the individual. In 2020/21, we will work to identify and remove further barriers to integrated working, such as improving and smoothing out the process of referring to services and strengthening the arrangements for sharing information.

We have extended a pilot for a new way of providing home care across the county, and we have also worked to develop and improve the provision in our residential homes, including opening Dementia Units in Tywyn and Bangor.

In future, we will prepare to implement the new method of providing home care by Summer 2020 and will work to develop the dementia provision, extra care housing, severe physical needs care and suitable accommodation for individuals with learning disabilities. We will also work on developing the mental health services available in the county with a focus on early intervention and support.

This work contributes to the following Well-being Objectives -

- Enjoy happy, healthy and safe lives.
- Live with dignity and independently for as long as possible.
- Live in quality homes within their communities.

2. Community Resilience



Adults, Health and Well-being Department

In order to help people maintain contacts, reduce loneliness and sustain mental and physical health, there is a need to go further than providing support services in the home or residential care. We have been encouraging and supporting **communities in Gwynedd to be more resilient** in order to identify preventative solutions that increase local care options for people.

We have mapped the services and groups that exist in communities in order to identify gaps, link individuals who require support with those services, and promote community initiatives. New resources have been created, such as the Dyffryn Nantlle Community Transport Scheme and Pwllheli Men's Shed.

In future, we will continue to identify gaps in provision in our communities, with the aim of reaching agreement on local priorities with those communities. By March 2021, we will be clear on the well-being priorities for each of the Council's areas and will begin to consider how we will shape our services in the future. We will also continue to develop the community hub model across the county in order to provide a broad range of well-being opportunities for adults with learning disabilities in our local communities.

This work contributes to the following Well-being Objectives -

- Enjoy happy, healthy and safe lives.
- Live with dignity and independently for as long as possible.

3. The Workforce and Recruitment within the Care Field



Adults, Health and Well-being Department

Recruiting to the Care field is challenging for various reasons. We have an effective and committed workforce, but we must ensure that we have enough workers with the necessary skills in order to cope with the increasing need which is likely to arise in future.

We have been striving to try to better understand the challenge that exists across the field, and in response to this a work programme has been developed in an attempt to address some of the concerns. The work of establishing a new home care provision system will have a positive impact on

elements such as salaries of front line staff in the private sector, lengths of work contracts and career pathways in the field.

The themes that will be addressed over the coming year are Terms and Conditions of Work, Workforce Planning and Development, the Image and Profile of Care Posts, Communication and Marketing.

This work contributes to the following Well-being Objectives -

Enjoy happy, healthy and safe lives.

Live with dignity and independently for as long as possible.

Live in quality homes within their communities.

Receive education of the highest quality which will enable us to do what we want to do.

As previously noted, the Council already provides a wide range of activities which seek to ensure that we achieve our vision. However, there is always room for improvement. We recognise that there are examples where we do not always look at things through our residents' eyes, and we need to ensure that this happens everywhere within the Council.

Of course, this does not mean doing everything for everyone, as our resources do not permit us to do that. However, it means that we prioritise those things which are of most importance to our communities, and ensure that the limited resources available contribute to doing what is most important to the people of Gwynedd (whilst accepting that prioritisation could mean not achieving everyone's aspirations).

This consideration will also have to take place at a time when the funding available for services is significantly reduced. In that respect, there will be a need to ensure that the funding available is used to deliver the most important things.



Improvement Priority 7



Placing the people of Gwynedd at the heart of everything we do.

How will we achieve this?

I. Empowering Units to Implement "Ffordd Gwynedd"



**Corporate
Support
Department**

As a Council, it is our responsibility to ensure, as we provide our services that the **needs of the people of Gwynedd** steers how we will offer that service. In doing so, we should avoid any unnecessary working arrangements. The purpose of this project will be to lead service teams to reflect on their current working arrangements, to challenge whether they are placing the people of Gwynedd centrally and whether there is room for improvement.

The original Ffordd Gwynedd Strategy published in October 2015 has now ended. The Ffordd Gwynedd Plan in its new form was approved during 2019/20.

In future, we will implement the Ffordd Gwynedd Plan work programme, which includes workforce planning, customer contact, working conditions and performance challenging as some of its main priorities.

This work contributes to the following Well-being Objectives -

This project changes the way that Council staff plan and provide services for the people of Gwynedd, and therefore, it contributes to all well-being objectives.

At its meeting on 7 March 2019, the Council considered a motion relating to climate change and it was resolved to do our utmost to ensure that the county remains a vibrant, viable and sustainable home for our children and their children for generations to come. We will do this by means of:

- Declaring a Climate Emergency;
- Committing to taking decisive action to reduce carbon emissions and strive for a zero-carbon future;
- Looking for innovative means to achieve zero carbon targets;
- Reporting back within 6 months on positive steps the Council has taken to reduce carbon emissions;
- Calling on Welsh Government and the Westminster Government to provide the requisite powers and resources to achieve the target of a carbon-free Gwynedd by 2030.



Improvement Priority 8



Respond to the Climate Change emergency.

I. Climate Change Action Plan



Since March 2019, the Council has been measuring all steps we have already taken to reduce our carbon footprint and to prepare our communities to respond to future changes in the climate. We also investigated new and innovative methods we can adopt for the future, not only as a Council but across Gwynedd communities, and commence the process of consulting on those ideas and any other ideas that we could have missed.

In 2020/21, we will publish and implement a Climate Change Response Plan that will build on the steps that we are already taking to reduce our carbon footprint to ensure that we maximise the contribution of the Council and the county when responding to the emergency. Realising the Climate Change Action Plan will be a responsibility for all Council departments and we will need to ensure that our own internal arrangements are robustly in place before we proceed to see how we can collaborate with other partners.

This work contributes to the following Well-being Objectives -

Make the most of the beauty of the county's natural environment.

The Council's Financial Strategy and the budget will be discussed by the Council at its meeting on 5 March 2020. This will be our foundation to be able to deliver the aforementioned Improvement Priorities, while also trying to cope with the continued increase in the demand for our services.

The Financial Strategy will, unavoidably, be dependent on the priorities noted above. The full Financial Strategy will be available on the Council website after its adoption by the Council.



Departmental Plans



The first section of the Plan, the Summary Plan, has focused on the Council's vision along with the Improvement Priorities for the 5 years from 2018 to 2023.

This next section includes the Plans for the Council Departments, and gives further details about the Improvement Priorities which have been highlighted with a frame. The Plans also describe the 'day to day' work of the departments, much of which is a statutory responsibility such as safeguarding children and adults or providing education.

In addition to the Improvement Priorities and the 'day to day' work, Local Priorities have also been recognised by Elected Members as the issues that are of the highest importance to their constituents. These were discussed as part of the process of preparing the original Council Plan, and any developments on these are explained in the plans. The Local Priorities have been highlighted within a frame with a background colour.

Below is a list of all the Departments along with information about their main responsibilities. Financial information about departmental budgets can be found together at the end.

If you wish to contact the Department or the Head of Department you can phone 01766 771000 or follow the links below to our website.

	Head of Department	Page
1. Education Department <ul style="list-style-type: none"> Support the daily running of Gwynedd Schools Support, maintain and improve educational standards within modern facilities Provide support and a service for Additional Learning Needs Lead the implementation of the Siarter Iaith and the Secondary Education Language Strategy 	Garem Jackson Contact Details	27
2. Adults, Health and Wellbeing Department <ul style="list-style-type: none"> Enabling the adults of Gwynedd to "Live my life as I wish" Provide care services through partnerships and collaboration Provide home care, day care and residential care 	Aled Davies Contact Details	36
3. Highways and Municipal Department <ul style="list-style-type: none"> Collect the recycling, food and residual waste of Gwynedd residents Highways and street maintenance Grass cutting and play and leisure grounds maintenance 	Steffan Jones Contact Details	43
4. Children and Supporting Families Department <ul style="list-style-type: none"> Safeguarding children and Young people from harm Working to provide stability to families, children and young people Youth Services 	Marian Parry Hughes Contact Details	52

5. Environment Department

Dafydd Wyn Williams

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[Contact Details](#)

- Protect and promote access to the countryside
- Food hygiene and trading standards inspections; Licensing and Planning Services
- Education and public transport, and developing beneficial transport opportunities
- Traffic and parking management service

6. Economy and Community Department

Sioned E Williams

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[Contact Details](#)

- Develop Gwynedd's economy by supporting businesses, tourism, marketing and regenerating communities
- Libraries, Museums and Archives

7. Housing and Property Department

Dafydd Gibbard

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[Contact Details](#)

- Support homeless families and identify priorities for social housing and affordable homes
- Ensure safe and adequate housing for social and private housing tenants
- Bring empty houses back into use
- Maintain and develop the Council's property portfolio, whilst aiming to reducing carbon emissions.

8. Ymgynghoriaeth Gwynedd Consultancy

Huw Williams

93

[Contact Details](#)

- Commercial consultative service which provides planning and management of infrastructure projects
- Building management service
- Local flood lead Authority

9. Corporate Support Department

Geraint Owen

97

[Contact Details](#)

- Galw Gwynedd contact centre and Siopau Gwynedd
- Human Resources, Registration, Communication and staff development
- Administrative and Support services

10. Finance (and Information Technology) Department

Dafydd L Edwards

109

[Contact Details](#)

- Financial support to all the Council's services
- Council Tax and Gwynedd Pension Fund
- Support and develop the Council's information technology provision

11. Legal Services

Iwan Evans

116

[Contact Details](#)

- Legal support for all the Council's services
- Administration of Gwynedd elections
- Support the work of the Coroner for north west Wales



Education Department



Education Department



The purpose of the Education Department is to ensure that Gwynedd's children and young people receive the best education and experiences in our schools to enable them to reach the highest standards and to foster the qualifications and skills that enable them to live and prosper.

SCHOOLS IMPROVEMENT SERVICE

It is the responsibility of the Education Department and GwE, in partnership with our schools, to educate our children and our schools' results are consistently good. GwE is a schools improvement service, which works on behalf of the six Local Authorities in north Wales, to lead, organise and coordinate improvements in schools' performance.

The partnership between the Education Department and GwE provides our schools with both support and challenge in order to improve the quality of classroom learning and teaching, to support leaders to improve the quality of the leadership in our schools - this all serves to further improve results for our children and young people.

In Gwynedd, there are 83 primary schools, 12 secondary schools, 2 special schools and 2 all-through schools.

Performance

The schools provide inclusive education for children and young people up to 16 years of age. In Gwynedd, post-16 education is provided in partnership with the colleges and secondary schools in Arfon, Coleg Meirion-Dwyfor (Grŵp Llandrillo Menai) in Dwyfor and Meirionnydd, and Ysgol Godre'r Berwyn in the Bala area.

Welsh Government has given clear direction to Local Authorities not to publish the summer 2019 educational results, and discussions are ongoing with the Welsh Government regarding the manner in which Education Authorities may be held accountable for their performance in the absence of comparative data on performance across Wales.

Transforming the schools system

Following consultation on the sustainability of the education system in Gwynedd, along with general concerns that the current schools system is not sustainable, the Council Cabinet adopted the following, fit-for-purpose educational principles that will form the basis for realising the Education Department's vision and develop the system in order to ensure high-quality education for the children and young people of Gwynedd for the twenty-first century, namely:

- A system of viable secondary schools
- No more than two age ranges within the same class in the primary sector
- Approximately 80% of non-contact time for the Head teacher to concentrate on leadership issues in the primary sector.

Having adopted these principles, this field will become a part of the Department's day-to-day work, as it is anticipated that implementing the principles across the system, during the period of this Council, will not be a swift process. We will proceed cautiously to ensure that the education system can respond to the enormous changes on the horizon, such as changes to the schools inspection procedure (Estyn), along with very significant changes to the curriculum and the organisation of our schools in light of the recommendations in Professor Donaldson's report.

Strengthening Leadership

School leadership is vital in order to secure the best outcomes for learners. This project emerged in a period where there was a shortage of applicants for some leadership positions in schools, but the situation has improved by now, and in light of the development of the *GwE Professional Offer* which contains a comprehensive catalogue of training to develop leaders, middle managers and practitioners at all levels in our schools. We will, however, continue to respond to the needs of leaders and aspiring leaders in our schools by providing them with mentoring and motivational sessions along with valuable experiences when opportunities arise for us to do so.

EDUCATION MODERNISATION TEAM

Some of our school buildings are old and are unsuitable to meet the learning and teaching needs of our children in future. The purpose of this service is to plan and realise innovative projects to adapt or build new schools for Gwynedd's children and young people to be educated in the best possible learning environment to enable them to prosper.

During the period from 2012-2022, the Council succeeded in investing £69 million to improve the condition and learning environments of schools for the benefit of the county's children:

- Ysgol yr Hendre, Caernarfon
- Ysgol OM Edwards, Llanuwchllyn
- Ysgol Craig y Deryn, Llanegryn
- Ysgol Penybryn, Tywyn
- Ysgol Bro Llifon, Groeslon
- Ysgol Hafod Lon, Penrhyndeudraeth
- Ysgol Glancegin, Maesgeirchen
- Ysgol Bro Idris, Dolgellau Catchment Area
- Ysgol Godre'r Berwyn, Y Bala
- Ysgol y Garnedd and Ysgol y Faenol, Bangor
- Ysgol Treferythyr, Cricieth

The Education Modernisation Team is developing viable education provision models that seek to:

- ensure a first class learning environment for children and staff in Gwynedd schools
- improve the conditions and circumstances for head teachers to enable them to lead and manage schools effectively and efficiently
- ensure the most effective and best use of the Education Department's budget



Post-16 Provision

Improvement Priority 2



The manner in which post-16 education is provided varies throughout the county. Post-16 education is provided in partnership with the secondary schools and colleges in Arfon, by Coleg Meirion-Dwyfor (Grŵp Llandrillo Menai) in Dwyfor and Meirionnydd, and Ysgol Godre'r Berwyn in the Bala area.

A desktop research exercise has been conducted, along with fieldwork with key stakeholders, in order to consider the merits of the various provisions currently in operation, along with opportunities and challenges for the future. The intention is to prepare a report on the current provision throughout the county that will form a basis for considering whether or not there is a case for changing the post-16 provision in the future.

Bangor Catchment Area

Improvement Priority 2



A number of primary schools in the Bangor catchment area (and in particular the Penrhosgarnedd area) are full or overflowing. We have managed to secure funding from Welsh Government to invest in education provision within the catchment area, which the Council will match by providing half the money, along with contributions received in relation to granting planning permission for a new housing development in the area.

We have reviewed the primary education provision in Bangor, and the Cabinet has approved a £12.7m plan. As part of this plan, Ysgol y Garnedd will have a new building for 420 learners, the construction of which will be completed by September 2020. We have also commenced the work of adapting the Ysgol y Faenol building and surrounding site in order to accommodate 315 learners and create a community space. Some difficulties beyond our control have caused the completion of the Ysgol y Faenol project to be delayed until January 2021.

Treferthyr Catchment Area, Cricieth

Improvement Priority 2



The Council has decided to build a new primary school in the Treferthyr catchment area, in Cricieth, due to the poor condition of the existing building.

We will complete the planning and construction work for the new building by September 2021. Work is progressing well, and the school will gain facilities for the early years and a space for the cylch meithrin.

Meirionnydd Collaboration

Improvement Priority 2

The Education Department has recently been working in collaboration with Meirionnydd secondary schools in looking at the current arrangements for the provision of secondary education in the area. This has involved identifying the challenges faced by the schools due to their size in terms of recruiting teachers, middle managers and leaders.

There is an intention to conduct joint research with the schools' head teachers in order to find creative solutions that would lead to further collaboration between Meirionnydd schools with the aim of ensuring that the quality of the education is consistently good and sustainable for the future.

ADDITIONAL LEARNING NEEDS (ALN) SERVICE

The service supports children and young people with Additional Learning Needs - which include specific areas of learning needs, communication and interaction, visual impairment, hearing impairment and medical/physical needs.

The service provides early intervention and support that is tailored for each individual pupil through a team of specialist teachers and assistants. Support is offered to schools through the Psychology Service. Every pupil has full access to Gwynedd schools, thereby ensuring that every child reaches his or her full potential.

Transforming the Additional Learning Needs and Inclusion provision

Improvement Priority 2



Work has already been done to transform the additional learning needs and inclusion service, with the aim of ensuring that those children and young people who need it have access to the most suitable support to enable them to fulfil their potential. This service is now provided throughout Gwynedd

and Anglesey, and in light of this transformation, the focus has been and continues to be on training and equipping our schools' workforce with the necessary skills and understanding to enable them to support our most vulnerable children and young people to fulfil their potential. Work is ongoing to develop the service further in some areas, such as the early years and post-16.

We will continue to develop the support in the classroom and how it is organised, with regard in particular to pre-school provision, post-16 provision and special schools. We will also build on the existing partnership work between our special schools and with the authority's mainstream schools in order to enhance the learning experiences of children with severe and complex needs. The crux of this work will be to ensure that our systems comply with the requirements of the new Additional Learning Needs legislation for Wales.

WELFARE AND INCLUSION SERVICE

The welfare and inclusion service supports schools to promote attendance, positive behaviour and support for children and young people who experience behavioural, emotional and/or social development difficulties. This support is delivered by a team of specialist teachers, welfare officers, school counsellors and specialist assistants.

We ensure that pupils with emotional and behavioural needs are fully included within Gwynedd schools through training, support in the classroom and the provision of behaviour support services outside mainstream schools. The welfare service promotes attendance by working with pupils, schools and families. Attendance at Gwynedd schools over the last three years has been consistently good.

	2016/17	2017/18	2018/19
Primary	95.3%	94.8%	94.8%
Secondary	95.2%	94.7%	94.5%

academic year to summer -	2018	2019
Primary	5.2%	1.7%
Secondary	5.3%	3.4%

Although attendance is high and the rate of permanent exclusions is low, the challenge of maintaining and promoting welfare and inclusion is intensifying with an increasing number of pupils exhibiting challenging behaviour. The service will ensure that our schools receive appropriate training and support to meet the challenge.

Underlying all of this, the service provides specialist guidance in the field of safeguarding. Specialist training and advice is provided to schools across the Authority.

THE WELSH LANGUAGE

The Welsh language permeates through all of the Education Department's work and services. The statutory document 'Welsh in Education Strategic Plan' sets out clear expectations for the Department and our schools in terms of Welsh as a subject and as a teaching medium. In 2020-21, in accordance with the new regulations which came into force on 1 January 2020, we will prepare and consult upon a new document, the 'Welsh in Education Strategic Plan', which will replace the existing document in September 2021. The new plan will cover a period of 10 years in order to align with and support the Welsh Government's targets as stated in its *Cymraeg 2050* strategy.



Gwynedd has led the pioneering work of influencing children's social use of the Welsh language in primary schools through the Welsh Language Charter. The purpose of the Charter is to encourage children to speak Welsh outside the classroom, and to ensure participation from all members of the school community in order to achieve this aim. The Department has also provided guidance and support to Welsh Government in the national roll-out of the Language Charter.

Gwynedd is the only county in Wales that has established a Secondary Sector Language Strategy as a progression of the Language Charter, and both the primary and secondary schools were all eager to see clear continuity with respect to the Language Charter. One fundamental distinction in the context of the Secondary Sector Language Strategy is that it involves the promotion of both formal and informal use of the Welsh language.

Promoting the Use of Welsh by Children and Young People

Improvement Priority 5



Due to the success of the Charter, there has been an increasing demand to ensure progression in secondary schools. Evidence from research commissioned by the Education Department demonstrates the need for a plan and a strategy to promote the curricular and social use of the Welsh language in our secondary schools. We have been working in collaboration with all secondary schools to produce an individual action plan in response to the vision and requirements contained within the Secondary Sector Language Strategy, with particular attention paid to the language medium of the provision in all areas of the curriculum in Key Stages 3, 4 and 5.

We continue to employ a Primary Sector Language Charter Coordinator along with a Secondary Sector Language Strategy Co-ordinator who will provide the appropriate challenge and support to both our primary and secondary schools in order to positively influence children and young people's use of the Welsh language. Following the success of the Language Charter in Gwynedd, the Welsh Government Language Charter Framework will come into force during 2020-21; this new Framework

includes the primary and secondary sectors, and we will focus on supporting every school to operate in compliance with the new national requirements. At the same time we will continue to collaborate with secondary schools on the language medium of the provision in all areas of the curriculum. To this end, each school and cluster will have an individual action plan which will respond to the needs and linguistic context of the school and the surrounding community in order to raise the status of the Welsh language and provide more opportunities for children and young people to use Welsh in both formal and informal situations.

The Department also maintains Language Centres that provide intensive Welsh language courses for incomers to enable them to learn Welsh and contribute to Gwynedd's educational and social life. These centres help our primary and secondary schools implement the Welsh Language Policy.

SCHOOLS BUSINESS CENTRE

For some time now, there has been considerable concern among head teachers regarding their working conditions, as they have to fulfil a number of different roles; as leaders, managers, teachers and administrators. Without exception, Estyn inspections have highlighted that effective leadership, together with adequate resources and time, results in good education and high standards.

In September 2019 we established the Schools Business Centre in order to develop the help and support provided to our schools, to rationalise it and share the managerial burden. The core function of the Schools Business Centre is to provide the SIMS service to primary schools, and there is also a focus on providing service level agreements to primary schools for services such as written and simultaneous translation for schools, and also on reducing the managerial and administrative workloads of head teachers and teachers.

RESOURCES SERVICE

The purpose of this service is to provide the necessary statutory support for Gwynedd schools to operate on a daily basis. The service includes schools admissions, staff salaries and contracts, cleaning, catering and healthy eating schemes and school transport. It also provides support for schools with finance, human resources, health and safety and information and communication technology. The service also provides support to Governors.

The Department's day to day work contributes towards the following Well-being Objectives by ensuring the people of Gwynedd:

Enjoy happy, healthy and safe lives

Receive education of the highest quality which will enable us to do what we want

Live in a natural Welsh society

Live with dignity and independently for as long as possible.



Adults, Health and Wellbeing Department



Adults, Health and Well-being Department



The Adults, Health and Well-being Department provides a range of social care services for residents aged 18 years old or over who require advice, information, support or care due to specific needs.

The Department's main principles are:

- Ensuring the well-being of those who require care and support
- Our services will focus on people, and give them a strong voice in the decisions made on the support they will receive.
- Services will be provided by means of partnerships and collaboration.
- Services will attempt to prevent the escalation of people's needs, and endeavour to ensure that the right support is available at the right time.

The four above principles unite to fulfil the Department's primary objective, which is to enable adults in Gwynedd to 'Live my life as I wish'.

Re-designing Care Services

Improvement Priority 6



We have been working together with the Health Board to ensure that adults living in Gwynedd have simple and direct access to services that are important to them. To this end we have established 5 Local Area Teams that provide a seamless service, building on the individual's strengths and those of the community, and ensure that our hospital discharge arrangements are effective and complement what matters to that individual.

Our Area Teams will be co-located in a wider 'cluster' of the locations of providers and basic and community services, as the image illustrates. We will see improved outcomes for individuals, enabling people to live independently in their communities for as long as possible, with reduced need for intensive care.



Additionally, work has been ongoing in the area's main acute hospital, Ysbyty Gwynedd, to strengthen returning home arrangements on the wards. To support the service and the workforce in remodelling, we have established a Transformation Team which works across

Gwynedd Council, Anglesey Council and the Betsi Cadwaladr University Health Board. This team will provide guidance and support to identify and break down barriers to integrated working. The main aim for 2020/21 will be to continue to develop the area teams by concentrating on creating one point of contact for information and advice within a specific area, and to ensure that there is just one member of the team coordinating an individual's care.

The work of remodelling in this way has highlighted the need for us to change the way we commission and provide home care, to ensure that the service offered is in line with what's important to the individual. During the past year the work of piloting the new way of working has been extended across the county, and positive stories have emerged of people's experiences. With the business case approved, we aim to open a tendering process early in 2020/21 and establish new contracts with providers during summer 2020.

Another field that needed improving was the provision within our residential homes across the county. We have invested in our care homes located in Tywyn, Nefyn, Llan Ffestiniog and Bangor. New dementia units were also opened at Tywyn and Bangor. This investment has improved the quality of care and the environment for residents in the Council's homes. Over the coming year we will begin the work of developing a dementia unit at our care home in Barmouth as well as adapting our home in Dolgellau to secure care provision for individuals with profound physical needs.

Over the years, we have, in collaboration with our partners, developed a number of Extra Care Housing units across the county. During the year, the new Hafod y Gest development opened in Porthmadog, and has been warmly welcomed in the area. A new Extra Care Housing provision in Pwllheli will be developed over the next three years, and it is anticipated that it will open during the 2022/23 financial year. During the next year, we will also try to identify opportunities for similar developments in other parts of Gwynedd, with priority being given to considering ways of addressing the need in the Dolgellau area.

In the Learning Disabilities field, we continue to try to develop services in order to achieve what's important to individuals. Work has been done during the year to attempt to measure the impact of our efforts within a service where our relationship with individuals is often a long term one, and that will continue. By establishing 'Voice and Values' groups across the County in 2020/21 we will gather the views of individuals about our work programme and the gaps we are trying to address. The Tan y Marian specialist respite care unit was opened recently in Pwllheli, and over the coming year we will work on developing a wide range of new services, by focusing specifically on suitable accommodation.

Another essential work programme is the model of community hubs being developed across the County. The 'Galwch Acw' and 'Cegin' hubs are examples of the work happening in Arfon and more will be developed during 2020-21; particularly in the Felinheli area. Additionally, a hub concentrating on developing new services for the local community will be developed in the Dwyfor area and work continues to develop a community hub in Meirionnydd.

The Mental Health Service continues to work on implementing the Mental Health Strategy, concentrating on supporting individuals closer to home and in the community. An important

part of the year's developments are the ICAN centres, where individuals are able to receive early support locally. This ensures support and a contact point at the right time, preventing problems from escalating and becoming an emergency. The intention for 2020-21 is to continue to develop this local model and work with the Local Area Teams to ensure seamless provision in this field, too.

Community Resilience

Improvement Priority 6



We are trying to ensure strong and resilient communities, as they can be of assistance in maintaining the population's health and well-being. We are therefore attempting to support communities in many ways and this work has led to preventative solutions which have increased the local care options available. Up to now, we have mapped and identified gaps in services and groups that exist in communities, and have worked to promote community initiatives. Recent examples of creating this resilience is establishing the Dyffryn Nantlle Community Transport Scheme, the Pwllheli Men's Shed and the Cydweithio er Lles Llŷn (Working for the benefit of Llŷn) network. We will continue to learn from the information gathered from different areas in order to identify opportunities for further developments.

We are also working to support individuals in relation to mental well-being and promoting positive mental health. The "Looking after yourself" booklet is a recent development providing practical ideas on how to do so.

A core element of any strong community would be that people from different age groups and backgrounds live alongside each other and mix. The Bridging the Generations scheme is a means of bringing different generations together within a community to discuss what they would wish to see being developed in their area, and is a means of including everyone in new developments. There are several examples throughout the county of schools and colleges partnering with care locations within their communities. The benefit is clear to see, with children finding one-to-one contact beneficial and adults enjoying the feeling of contributing to the community. The intention for 2020-21 is to continue to support plans to evolve, and to create a formal strategy to ensure that the principle of bridging in such a way penetrates through all the Council's work.

The Workforce and Recruitment within the Care Field

Improvement Priority 6



Our success in realising our purpose depends on securing a workforce for the care field. Recruiting to the field is challenging for various reasons and while we have an effective and committed workforce, we must ensure that we have a sufficient number of workers to meet the future need.

Over the past year, a piece of work was commissioned, and consulted upon widely to try to better understand the challenge. A work programme has been drafted to respond to the factors that became apparent, and during 2020/21 we will be concentrating on this programme. The themes that will be addressed are Terms and Conditions of Work, Workforce Planning and Development, the Image and Profile of Care Posts, Communication and Marketing.

It should be noted that Social Care Wales and Health Education and Improvement Wales have introduced a 10 year workforce strategy and so there is also an opportunity to align our work with that strategy.

The work underway to establish a new work process for home care provision will positively impact on specific elements such as improving the pay for frontline staff in the private sector, being able to offer long-term contracts and shift working patterns, as well as promoting career paths within the care field. We anticipate that we will start seeing the effects of this from Autumn 2020 onwards.



Older People and Physical and Sensory Disability Service

The purpose of the service is to help individuals achieve what is important to them.

For the above individuals, we work in partnership to achieve their personal objectives by concentrating on what matters to them. The service will assess needs in a manner that builds on individuals' strengths. The service provides information, advice and support in a straightforward and convenient way within communities.

Percentage of older people and people with physical disabilities who have noted that we have achieved what matters most to them



In order to continue to improve our seamless offer, we will build on working relationship between us and the Betsi Cadwaladr University Health Board, statutory agencies and the third sector, in order to meet adults' personal objectives.

The main work of this service is currently addressed within the above improvement priorities.

Mental Health Service

The purpose of this service is to offer support to individuals who are experiencing mental health difficulties, by providing assistance to individuals over 18 years of age to live full lives and to support recovery.

We work alongside the Health Board to support individuals with mental health difficulties within the primary services and to support individuals with more intensive or complex needs, in order to promote recovery and to support them to live independently. We also offer assessment and support for mental health carers.

The main work of this service is currently addressed within the above improvement priorities.

Learning Disabilities Service

The purpose of the service is to address the physical, emotional and social well-being needs of individuals with learning disabilities.



We provide support in a 'person-centred' approach which focuses on individual's well-being. In order to ensure that we respond fully to an individual's needs, the wide range of our services are often provided in partnership.

We wish to concentrate on provision that offers opportunities to socialise and maintain relationships. We focus on developing community services through the local hubs and local well-being schemes.

Well-being Service

The main purpose of the service is to improve quality of life by connecting people, but the team also focus on supporting carers (unpaid).



We do this through schemes that are focused on the following elements:

- An emphasis on being sociable and involved in the community (reducing loneliness)
- Promote positive health and well-being
- Promote working together with people and between people
- Strengthen and develop services based on what is important for the people of Gwynedd

Supporting carers is central to our work and we strive to do this by offering new opportunities and many schemes have been developed to that end. Work is also ongoing to try to strengthen the support that is available to carers by all front-line teams.

Much of the work of this service is addressed within the 'Community Resilience' priority.

Provider Services

We provide residential care, community care and day care for adults with profound and complex needs.

The service is responsible for the following areas:

- Residential Care and Dementia Residential Care Provision
- Domiciliary Care Provision
- Day Care Provision



The main work of this service is currently addressed within the above improvement priorities.

The Dolgellau area had been identified as a priority for developing appropriate care provision, and following consideration of the options available, further work is needed to consider how to address the need in the area. There were also calls for appropriate units for Llŷn residents, and it is anticipated that the Extra Care Housing development will be built in Pwllheli which will open during 2022/23.

This priority is addressed within the 'Redesigning Care Services' improvement programme.



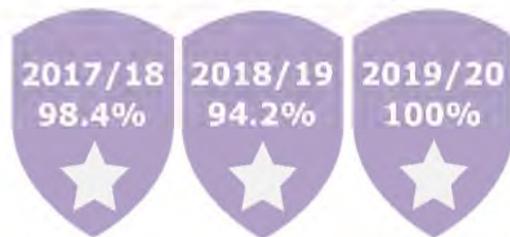
Safeguarding and Community Safety Service

The purpose of the **Safeguarding Service** is to safeguard individuals who have support needs and who are at risk or are suffering abuse, and to ensure the quality of the department's services by monitoring and investigating into the experience of individuals.

We set consistency in terms of what is or is not deemed to be a safeguarding case, lead on cases of escalating concerns, Deprivation of Liberty Safeguards arrangements (a procedure that supports and protects adults who are unable to make decisions themselves or are unable to grant permission for their care) and respond to complaints and concerns in a timely manner.

The Service is also responsible for leading on **Community Safety** partnership work, which is a statutory partnership. We work across two counties, namely Gwynedd Council and the Isle of Anglesey County Council.

Percentage of adults safeguarding referrals completed during the year where the risk has been managed (excluding those who refused intervention)



We will lead on the work on behalf of all the responsible members, namely the two Councils, the Police, the Fire Service, the Probation Service and the Health Board to tackle and reduce crime and disorder for the benefit of the safety and well-being of people in both counties. Over the coming year we will continue to develop and implement a new plan to respond to priorities that have been identified in relation to crime and disorder in both counties.

Business Service

We provide support to the front-line teams of the Adults, Health and Well-being Department and the Children and Supporting Families Department, in order to enable them to achieve their purpose for the benefit of Gwynedd residents. We are responsible for:

- Telecare
- Workforce Development
- Client Finance
- Income and Welfare Unit
- Contracting and Commissioning
- Administrative Service
- Systems Support Unit



This work contributes to the following Well-being Objectives –

Enjoy happy, healthy and safe lives.

Live in quality homes within their communities.

Live with dignity and independently for as long as possible.

Live in a naturally Welsh society.



Highways and Municipal Department



Highways and Municipal Department



This Department provides frontline services that are important to Gwynedd residents, such as waste collection, bereavement services, road maintenance, fleet maintenance, playing fields and green spaces. Caring for the county's special environment is central to the department's work, and it contributes to the Council's Climate Change Action Plan.

Waste and Recycling

The department is responsible for undertaking over a million waste collections within any three-month period. Some of these collections are missed, and although the figure is low (less than 1%) we recognise the impact of these missed collections on our residents. The Department now collects information in order to gain an understanding of why this happens and to enable it to respond to any relevant problems.

We are in the process of introducing new collection arrangements that will reduce the number of missed collections and provide the people of Gwynedd with an improved experience of the service by ensuring that the same crew works the same route every time.



The introduction of three-weekly bin collections, with weekly collection of food waste and recycling materials, has led to an increase in recycling and the Council is now likely to achieve the target of 64% of the county's waste being recycled by the end of 2019/20. The target will rise to **70% by March 2025**.

It is vital to deal with **waste** appropriately in order to protect our environment and avoid creating problems for our children and our children's children. Gwynedd Council is proud that we deal with our waste in a responsible manner, and that we give priority throughout this process to being as eco-friendly as possible.



Burying waste in the ground causes pollution to the land, water and the air. From 2020/21, Gwynedd Council will send almost no waste to landfill due to treating our residual waste at the Parc Adfer waste-to-energy facility. Former landfill sites within the county, now defunct, are also producing green electricity.

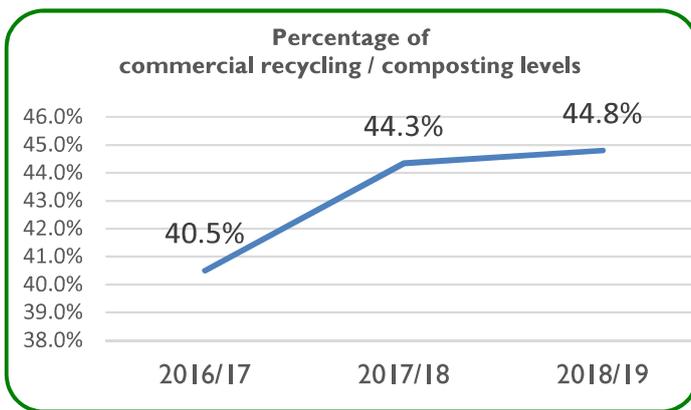
We are also responsible for arranging garden waste collections throughout the county, with the waste being converted to compost. The Department makes the compost available to Gwynedd residents at specific times of the year.

GwryiAD

GwryiAD is our in-County food waste treatment facility, which processes all the food waste collected from residents and businesses in Gwynedd. The facility can handle 11,000 tonnes of food waste, which is converted to green energy that supplies the national grid. This is enough to provide electricity for 850 homes.

Capacity exists on the site to increase the tonnages of food we collect in order to divert any waste from the residual waste bin, and we will be working towards this aim during 2020/21.

Commercial Waste Services



We provide commercial waste and recycling collections to more than 2,000 business in the county. Some time ago we introduced food and recycling collections as part of the package offered to businesses, in order to ensure that businesses divert their waste from the residual bins and benefit from the recycling service. This has contributed to the Council's recycling performance as reported against our statutory targets, and

performance has improved markedly since 2014. With statutory targets becoming more stringent there is some work to do in order to improve things further, and a requirement will come into force to separate recyclable material, which we currently collect in one mixed bin. The new system will ensure that waste is treated appropriately for the benefit of the environment.

Over the plan period we will:

- Complete the transition to Gwynedd's new waste collection arrangements in order to provide an enhanced service and experience to the County's residents, and reduce the number of missed collections.
- Develop a new waste strategy for the County.
- Consider innovative ways to encourage reuse and increase recycling in order to ensure we can achieve the new statutory target of 70% of all waste being recycled by 2025.
- Increase our domestic and commercial food waste collections for treatment in the GwryiAD facility and reduce the amount of this material found in the residual waste.
- Try to achieve the aim of sending zero waste to landfill.
- Promote the circular economy in Gwynedd (an economy which promotes reuse and recycling to reduce waste).
- Look to increase our commercial provision in order to generate an income stream for the Council, and ensure that the County's waste is treated in a responsible and eco-friendly manner.
- Offer separated recycling collections to commercial customers.

The Appearance of Streets and the Public Realm

In terms of the local environment, it is vital that our streets are clean and safe, and they must therefore be cleaned regularly. The appearance of streets and public spaces is important to the residents of Gwynedd, and there is a small team of officers responsible for dealing with environmental crimes such as fly-tipping, graffiti and dog fouling. On average, we take 1.76 days to clear fly-tipped items after receiving notice of them. We apply a measure called the 'Cleanliness Index' (a combination of external and internal assessment) in order to assess the cleanliness and appearance of streets.



Keep Wales Tidy conducts a survey to determine how many 'defects' such as litter, weeds, dog fouling, chewing gum and cigarette butts can be found on any given street. According to the independent survey, the cleanliness and appearance of Gwynedd streets continues to be of a good standard, and it appears that a recent improvement in behaviour has led to less untidiness. Recently, Keep Wales Tidy conducted its cleanliness review for 2019-20. The score is noted on the right.

We also continue to work on the *Bangor Image project* which aims to enhance the appearance and environmental quality of the city. Bangor Image is a partnership which brings together representatives from the City Council, Bangor Business Improvement District, Bangor University and several other organisations, and serves as a template for working in partnership in order to improve the look of a community.

Since establishing the partnership we have::

- Done away with 'House to Let' signs
- Supported the *Plastic-free Bangor* campaign
- Enhanced the appearance of the High Street
- Trialled advertising on roundabouts

We are eager to establish similar partnerships throughout the county in order to work with communities to improve the appearance and the environment in their neighbourhoods.

Grounds Maintenance



The Department is responsible for maintaining roadside verges and open spaces in order to improve the environmental quality of our towns and villages and to make them safer places for residents. Financial prudence has led by now to cuts becoming less frequent, but we are eager to take advantage of the opportunity to promote biodiversity whilst ensuring that our roadside verges and public spaces remain safe and attractive.

Children's Playing Fields

Children, parents and carers appreciate playing fields and we maintain 131 of them throughout the County. Playing equipment is very expensive and funding for the purchase of new equipment is exceedingly scarce.



We also maintain playgrounds so that they are safe for children and young people to be able to enjoy.



Over the plan period we will:

- Adjust our grass-cutting patterns in order to promote biodiversity
- Explore eco-friendly methods of dealing with weeds, and attempt to avoid the use of harmful pesticides wherever possible.
- Extend the development of community partnerships to improve the county's appearance and environmental quality.
- Look into alternative means of maintaining and retaining playing fields by collaborating with communities.

Bereavement Service



We manage the Crematorium in Bangor and 16 of the County's largest and busiest cemeteries.

The bereavement service is crucial to residents, and we shall ensure a bereavement service which is appropriate and dignified.

Public Toilets



The Department is responsible for maintaining and cleaning the County's **public toilets**. The Council is under no obligation to provide public toilets, and a scheme to close a number of the county's toilets was introduced following the Gwynedd Challenge consultation. Nevertheless, the Department believes that appropriate provision of public toilets is important in terms of individuals' experiences of the County, and alternative means were developed to keep as many toilets open as possible - by working in partnership with community councils or supporting community toilets within Gwynedd businesses.



We wish to thank everyone who has worked in partnership with the Council to sustain the alternative provision. It is due to this collaborative working that we are among the counties with the highest numbers of public toilets in Wales.

CCTV



In order to protect and safeguard the community we maintain a network of CCTV cameras in the populated areas of the County, namely Bangor, Caernarfon and Pwllheli. These systems assist in the monitoring of criminal and antisocial incidents.

The Department has enhanced the network of CCTV cameras throughout the County to further safeguard the County's residents and property.

Over the plan period we will:

- Offer to extend the network in collaboration with communities.

Fleet Service

The Department is responsible for managing and maintaining the Council's entire fleet of vehicles. The Fleet Service provides guidance and assistance to Council departments in order to ensure the appropriate, safe and lawful use of their vehicles.

In addition, the Service is responsible for maintaining over 400 vehicles to a high standard, which is done at three different locations across Gwynedd with workshops in Caernarfon, Pwllheli and Dolgellau.

The Department has been attempting to reduce the fleet's carbon emissions by investing in efficient vehicles, including electric vehicles. Fleet emissions were reduced by 19.8% between 2005/06 and 2018.

Over the plan period we will:

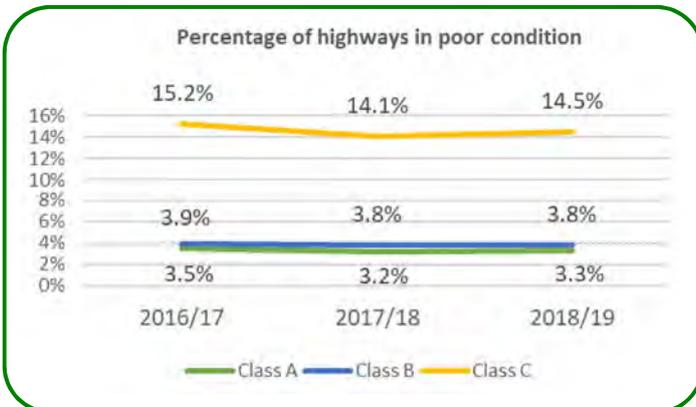
- Prioritise the work on fleet decarbonisation.
- Explore the potential of using hydrogen as a carbon-free fuel on which to run our heavy fleet.
- Establish a pool vehicle system for the Council, and also look into offering community use.

Highways and Street Lighting



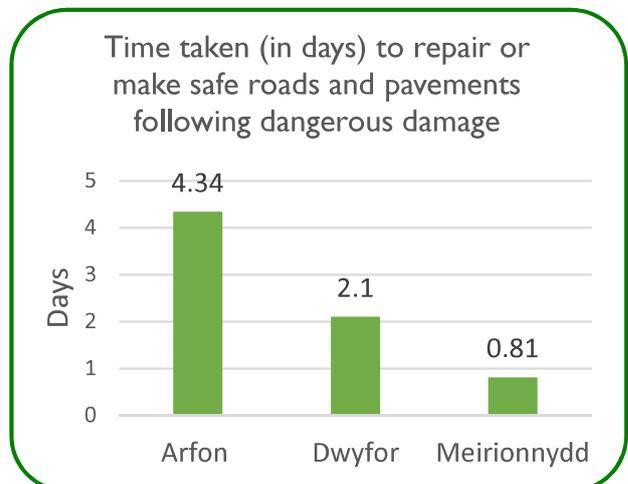
It is important that Gwynedd businesses and residents can move safely and with ease within the County and, in order to ensure this, the Council maintains 2,697km of **county roads** along with 199km of **trunk roads** (namely highways of national importance, on behalf of Welsh Government). Our highways in Gwynedd, which include the Class A and B roads, are currently in a good condition with fewer than 4% being defective and in need of attention.

With a reduction in the relevant budget, the condition of our Class C and unclassified roads has continued to deteriorate. Due to the financial pressures on the Council it is inevitable that there will be further pressure on the road maintenance budget, and it will be a challenge for us to prevent the deterioration in the quality of our roads, and in particular the lower priority Class C and unclassified roads.



There is a new national Code of Practice now in force which places an emphasis on risk management. The Service is in the process of introducing changes to the Highways Asset Maintenance Plan in the interests of consistency and form, and to ensure that we reflect the new code.

We seek to prevent any sudden deterioration in the quality of our roads. In doing so, we will reflect upon the contents of the new code of practice. The Service is also trialling the use of new materials or reusing materials to fill potholes. This will assist us in reducing waste and will contribute to our efforts towards reducing our carbon footprint.



North and Mid Wales Trunk Road Agency Highways Maintenance Agreement

Gwynedd Council is responsible for leading a partnership of seven Councils in north and mid Wales which manages and maintains 1,100km of trunk roads (Welsh Government highways of national importance).



Asiant Cefnffyrdd Gogledd a Chanolbarth Cymru
North & Mid Wales Trunk Road Agent

It is our Highways Service that is responsible for the maintenance work, along with dealing with accidents and incidents that occur due to severe weather and outside normal working hours.



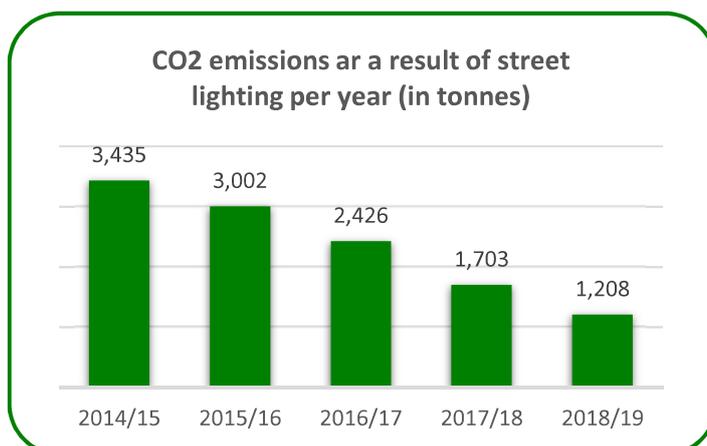
Maintenance of Bridges and Structures

We maintain 631 bridges throughout the County. They include 338 arched bridges and 96 that are listed and have additional requirements. In addition, we have 1,618 retaining walls throughout the County that are also maintained by the Department.

Street Lighting

We maintain 18,705 **street lights** and 6,067 illuminated **signs** in order to make our roads and streets safer. The lights use electrical power which has a detrimental impact on the environment in terms of carbon emissions and light pollution.

Over the last three years we have been converting street lights and signs to LED technology with the majority of them dimming or switching off when appropriate. This serves to reduce energy costs and carbon emissions, and to prevent light pollution today and for the future. In recent years we have contributed to carbon reduction by prioritising this work.



Over the plan period we will:

- Introduce a new Asset Maintenance Plan with risk-based priorities.
- Trial new, eco-friendly surface treatment methods and encourage the reuse of raw materials.
- Introduce a mobile electronic system for our employees to receive and record their work. This will enable us to work more efficiently.
- Complete the work of converting all street lights in the County to LED, which will ensure a carbon reduction of 12,000 since work began on the scheme.

This Department's day-to-day work contributes towards the Gwynedd Well-being Objectives, ensuring that Gwynedd residents can:

Enjoy happy, healthy and safe lives

Take advantage of the natural beauty of the county



Children and Supporting Families Department



Children and Supporting Families Department



Our purpose is to ensure that children and young people are protected from harm; experience stability in their lives and receive the best opportunities for their health and well-being.

There are several teams within our service and we work within three tiers of need.

1. **Early Intervention**
2. **Care and support, safeguarding, and care needs**
3. **Specialist Teams**

In Gwynedd, we believe that every child and young person should be given the opportunity to reach their full potential. We recognise that children develop best when they are supported to grow and succeed within their families and communities. We also recognise that providing early intervention is critical in helping children and their families to thrive and to reduce the need for more intensive services.

Supporting families to thrive goes beyond the services of our department alone, and consequently we intend to do further work across all the Council's preventative services in order to improve our ability to respond to the needs of Gwynedd residents, in a co-ordinated, integrated and efficient manner.

Supporting People's Well-being

Improvement Priority 3



Some residents require more support to deal with life's challenges, and the Council invests, provides and plans a number of services and interventions aimed at supporting people with various issues such as: difficulties with parenting and raising a family, securing and keeping a home, maintaining healthy relationships, dealing with substance and alcohol misuse, violence, offending and its effects, living a healthy and active lifestyle, insufficient income and lack of work, not staying in education, a lack of qualifications and basic skills, caring, ageing, loneliness and a lack of social connections.

We have drawn together services from across the Council to shape the Supporting People Programme and to date, we have focused our efforts on mapping, identifying obstacles and improving our understanding of how our services are provided at present. We are compiling a clearer picture of our residents' experiences in terms of facing and being supported to deal with their needs. The residents of Gwynedd have told us that they wish to have easy access to the support they need, at a time and through means that are suitable to them.

This work helps us to review and consider the efficiency of our current arrangements, in order to ensure that we are making the best use of the resources we have to meet needs early on, joint-plan appropriate services and interventions in order to **"Support People's Well-being"**.

During the next period of the Council Plan, we will

- undertake further work to understand the experiences and needs of particular groups of residents; and undertake work to understand needs in particular communities and areas.
- respond to the Welsh Government's funding alignment scheme so as to make the best use of their grants and preventative programmes for the residents of Gwynedd,
- build on the 'Children First' Programme in the Maesgeirchen area by trialling new approaches among partners to help create more integrated services in the early years and to reduce the amount of adverse childhood experiences in childhood, foster strength of character in our children and young people and improve life outcomes for our children and young people.

Early Intervention

The offering of early intervention is essential in helping children and their families to thrive and to reduce the need for more intensive services. We have a number of services providing early intervention, whether early on in the child's life so that they receive the support they need to thrive; or early on when a challenge or concern first emerges and before the situation deteriorates; and we will intervene in this way by working with the whole family.

The Early Years Service

Our purpose is to make a positive difference to the life opportunities of children under four years of age by supporting nursery education provisions, developing the childcare and play sector, and providing parenting packages to help families raise healthy, happy and secure children.

We also provide more intensive packages of support in specific areas of Gwynedd through the **Flying Start** programme. The programme supports families with raising children and parenting, children's language and speech development, and health and care support, through multi-agency teams from education, health and care.





Team Around the Family

Our purpose is to intervene early when problems within families become apparent, but this intervention happens voluntarily with the family's consent. We will help by responding to needs and providing appropriate services.

We received 144 referrals to the Team Around the Family in 2018/19 and a high percentage of families noted that there was a positive difference in their lives following the intervention.

The Youth Service

Having the opportunity to socialise, take part in activities and continue to learn and develop new skills outside school is very important to the county's young people. Supporting young people to build resilience to be able to deal with any future challenges is very important for the Youth Service. Young people have told us that they want our support to help them look after their health and well-being, to help them develop and learn skills, and to help them be a part of their communities.

Care and support, safeguarding, and care needs

Most children and young people in Gwynedd live happy, safe lives and enjoy opportunities to learn and play. At times, however, some children and their families will need more formal advice and assistance.

The Council is responsible for leading, investigating and managing the County's child safeguarding interventions. We work closely with schools, the Police, the Health Board, doctors, and health visitors etc. to fulfil this statutory responsibility. The responsibility for safeguarding children is one of the Council's most important responsibilities.

The **Information, Advice and Support Service** maintains high standards in responding promptly to referrals that may be safeguarding referrals, and to referrals for care and support. In order to safeguard children and young people we respond to referrals without delay. When those referrals include concerns about allegations of abuse, we must investigate those allegations in accordance with the Child Protection Guidelines. We will make a decision on each case within twenty four hours in order to determine the best way to proceed.

The **Social Work Teams** offer intensive support and intervention to children and their families. Social workers see children and their families regularly and keep in touch with them, remaining alert to issues of risk to children and young people. We ensure that there are resources available to support them and that their needs are clear to us. Plans are then put in place to respond to their needs. At times, we will refer on to teams that offer more specialist interventions, such as the services in the Crisis Team.



We conduct child protection investigations; and at times, certain families require highly intensive support and we need to bring children who are in danger into the Council's care.

Children usually come into our care under extremely difficult circumstances, and we are as ambitious for these children as anyone would be for his/her own child.

To ensure that children and young people experience stability, we support children to live at home with support where this is possible. Emphasis is also placed on trying to place a child with members of his/her extended family or friends of the family. Where this is not possible, the child will be placed with registered foster carers or, at times, some children and young people will require specialist residential units to meet specific needs.



The role of the **Fostering Team** is to ensure that we have enough foster parents to meet the needs of children who cannot live at home. We assess and support foster carers so that they can provide children who come into our care with the necessary support, which is a high priority for the Department. We are aware that children who are in stable situations get the best opportunity to test those boundaries that are crucial for good development. This lays the foundation for achieving the best outcomes for them.

While a child is in the Council's care, it is our responsibility to provide a clear care plan for him/her which is reviewed regularly in order to ensure that the right decisions are made for the benefit of the child and that there are no delays in the plan.



The **Post-16 Team** supports young people who either need to be safeguarded or who need care and support, and this includes care leavers up to 25 years old. The workers see the young people regularly and encourage them to maintain good contact with their families and develop their skills to live independently. The 'When I'm Ready' Scheme gives young people who are not ready to leave their foster placement on their 18th birthday the option to stay on until they are ready to do so.

The Specialist Teams

The purpose of the **Crisis Services** is to reduce needs by offering a range of intensive interventions and support to children who are on the edge of care, who have just come into care, or to safely return children home from care. By working closely and co-producing care plans with the children and their families, the physical and mental health needs and the emotional well-being needs of the children and their families are met.



As part of these interventions the **Edge of Care Team** offers intensive support packages aimed at keeping children stable in their homes. The **Integrated Family Support Service (IFSS)** offers specialist intervention to families where alcohol and substance misuse by the parents and carers is a risk factor to the children. Because of the intensive nature of the intervention, the service is prioritised for families where the risk to children is high. The **Reflect** project offers specialist support to parents whose children are in the care system permanently. Also, **Crisis** offers a specialist service that focuses on discharging care orders where intensive work has already been completed, and consequently offers a way out of care for children and their families.

The **Derwen Team** provides a service for disabled and ill children and young people and their families. We provide support for young, disabled people to help their inclusion in community activities and life, and to increase their skills so they become more independent. We provide periods of respite care for a great number of families through a support service. It is a multidisciplinary team that works in partnership with the Health Board. We have social workers, nurses and psychologists working in the team, and because of the wide range of complex needs, our workers need to possess expert skills to respond to the needs of the children and their families.



The purpose of the **Youth Justice Service** is to work intensively with children and young people who have offended, to prevent them re-offending. We offer a wide range of specialist interventions and work with the whole family in order to find solutions to help prevent the children and young people from re-offending. We also work on a preventative basis with children and young people to prevent them from offending in the first place. We do this in partnership with schools and within the individuals' communities. We are a multi-agency team and we work in partnership with the Police, the Health Board, Careers Wales, North Wales Housing and others.

How we ensure the quality of Safeguarding

In order to provide assurance to the Council that our safeguarding arrangements are robust, we have a **Safeguarding and Quality Assurance Unit** that focuses on different aspects of this important area of work. We implement the statutory duties to review cases of Looked After Children, and provide guidance on child protection, and chair Case Conferences and Strategy Meetings where allegations have been made about professionals.

We conduct child protection conferences in partnership with the families and other workers. Intervening with a family to safeguard the child can be very difficult for them. They often do not welcome this support, and very often only cooperate through enforcement. Our aim is to ensure that the child's voice is more prominent in these discussions and that families are involved more effectively in their safeguarding plan.

Independent Reviewing Officers monitor the care plans of every looked after child and young person. They ensure that the care plans have given appropriate weight and consideration to the wishes and feelings of the child, and that the child fully understands his/her situation bearing in mind the child's age and comprehension. The Independent Reviewing Officers give assurance to the Council that the interests of the child are safeguarded throughout their time in care. They listen to children, make sure they are happy with their plans, ensure their opinion is heard and that their plans are followed, and that they are sufficiently empowered to take action if the plans are not followed.



The Department's day to day work contributes towards the following Well-being Objectives by ensuring the people of Gwynedd:

Enjoy happy, healthy and safe lives

Live in a natural Welsh society

Live with dignity and independently for as long as possible.



Environment Department



Environment Department



The Department manages the main fields listed below:

- **Planning and Building Control**
- **Public Protection**
- **Transportation and Countryside**

Planning and Building Control

- **Planning Service**
- **Joint Policy Planning Service (Gwynedd and Anglesey)**
- **Building Control Service**

Planning Service

The purpose of this service is to facilitate and manage sustainable developments for the benefit of our communities, the economy and the environment within the Gwynedd planning authority area (which does not include the National Park area).

During 2018-19, over 2,300 general or pre-application planning enquiries were received.

We make decisions on **planning permissions** to develop land and deal with approximately 1,200 planning applications annually and, on average, over 88% of applications are granted permission.

On average, it takes 65 days to make a decision on applications, with a decision made on approximately 86% within the required timeframe.

A number of large developments have recently been approved including new schools, a number of housing developments including affordable housing and a many others. A very large number of applications for developments providing existing businesses with opportunities to expand and for new businesses to be established have also been approved, particularly in the field of tourism attractions and associated businesses. During this period the Planning Service has also been a key part of the Wylfa Newydd Development Consent Order applications process and the National Grid's North Wales Connection Scheme, along with advising on a number of other large National Grid projects within the County.

We take **enforcement steps** against developments that have not received planning permission and we deal with approximately 200 cases every year. We investigated 78% of the enforcement cases within 84 days and a number of enforcement notices have been issued.



Joint Policy Planning Service (Gwynedd and Anglesey)

The purpose of this service is to prepare planning policy documents, including preparing and monitoring the Joint Local Development Plan and Supplementary Planning Guidance. The Local Development Plan promotes sustainable developing and includes maps and written policies used to make decisions on planning applications.

Since adopting the **Joint Local Development Plan** (Gwynedd and Anglesey), 8 (out of a series of 17) Supplementary Planning Guidance have been adopted with another having been subject to public consultation. The work to prepare the remainder is ongoing. The guidance add details to the planning policies, and strengthen the Plan's ability to provide firm grounds to make decisions on planning applications in the future. The Annual Monitoring Report has been prepared for the period 1st August 2017-31 March 2019 and has been submitted to the Welsh Government. The Annual Monitoring Report reports on the performance of the Plan during the period and assesses whether the Plan's strategy and policies are working. The conclusion of the Annual Monitoring Report was that the Plan is achieving the strategy and the Plan's policies are working. There was no evidence of the need to review the Plan early.

We also provide guidance on planning policy matters to the Gwynedd Planning Authority, the Isle of Anglesey County Council Planning Authority and to external organisations and the public.

Building Control Service

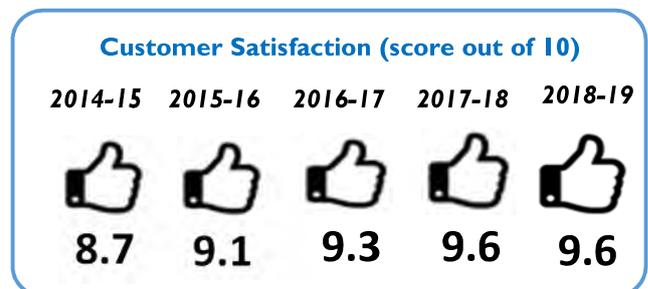
The purpose of the service is to ensure the minimum standards to ensure the health and safety of people within the vicinity of buildings whilst improving conservation of fuel and power, protect and enhance the environment and promote sustainable development. We also ensure necessary access and facilities are provided for people with disabilities in new buildings and as part of alterations.

Building work must be completed in accordance with the specific requirements of Building Regulations. This is important and valuable to the people of Gwynedd, as it will ensure that any building work is safe and of the required standard.

We aim to go beyond the statutory requirements by providing a Building Control service which is customer-centred, by offering advice, technical support, plan assessments and site inspections for every type of construction work.

In terms of dangerous buildings, we offer a 24-hour service to ensure that the health and safety of Gwynedd residents is safeguarded.

For Full Building Regulation applications, the service aims to inspect the plans within 15 working days, with the decision being released as soon as possible. In order to approve the application (first decision), the Building Control officers offer to work closely with builders and architects in order to achieve a good standard of application.



Public Protection

- **Pollution Control and Licensing Service**
- **Food and Safety Service**
- **Trading Standards Service**

The purpose of the service is to protect the public in relation to a range of environmental and health matters.

Pollution Control and Licensing Service

The purpose of this service is to ensure that businesses or individuals do not pollute the air, land or seas with undesirable substances or noise by investigating and responding to complaints of pollution and statutory nuisance.

We assess the safety of private drinking water supplies and the quality of bathing water and enforce improvements as required - 573 drinking samples were taken over the past year.

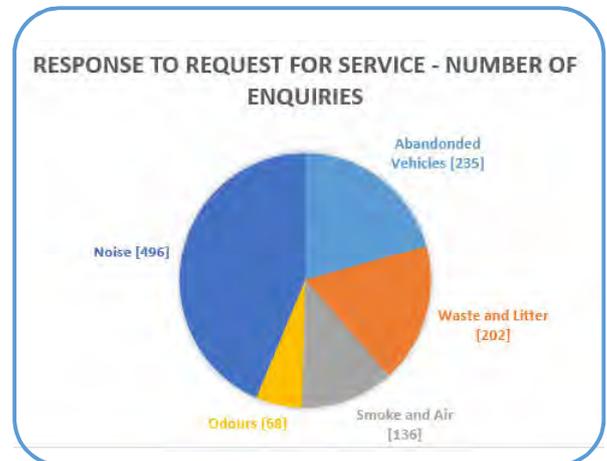


We investigate and monitor **industrial processes** on 46 sites and regulate industrial airborne emissions (oil waste burners, mobile crushers, cement machinery).

We also carry out burials in cases where there are no family members - we had 27 cases during the past year.

We license the following fields in order to protect consumers, businesses and communities of Gwynedd from any adverse effects; and take enforcement steps where necessary in order to keep the users of licensed services safe.

- Alcohol and entertainment licenses (including events) and gambling.
- Animal licenses including pet shops, riding establishments and dog breeding establishments.
- Taxi vehicles, drivers and operators.
- Caravan sites, and the licensing of scrap metal dealers.



Enforcing Licences	
<p>1,010 Alcohol Premises</p>	<p>47 Gambling Premises</p>
<p>431 Taxi Vehicles and 532 Drivers</p>	<p>35 Animal Permits</p>
<p>409 Caravan Sites</p>	<p>20 Scrap Metal Dealers</p>

Food and Safety Service

The purpose of this service is to ensure that food and drink sold to eat and drink by people, which is produced, stored, distributed, treated or consumed in the county, is free of any risks to the consumer’s health and safety and complies with constitutional and label requirements.

To realise our purpose we educate individuals and businesses, conduct investigation, sampling and research programmes and complete reactive interventions as needed. The service also contributes to maintaining the local economy by assisting businesses to comply with regulations and deal with businesses who choose not to in order to ensure the below:

- Prevention of deaths, injuries and conditions associated with work areas
- Protection of residents and visitors to Gwynedd from infectious diseases and damaging chemicals
- That businesses in Wales meet the statutory requirements asked of them

Our work contributes to the Council’s well-being objectives to ensure Gwynedd is a healthy, safe and sustainable place to live and work.

We ensure that businesses in Gwynedd meet requirements in relation to food hygiene, food standards and health and safety in the workplace by responding to complaints, undertaking regular inspections and holding educational campaigns.

We protect residents and visitors to Gwynedd against infectious diseases and harmful chemicals.

We also investigate accidents and cases of infectious diseases promptly so that any further risks to individuals are removed.

Requests for Service		
 1,084 Food safety	 202 Health and Safety	 231 Infectious Diseases

Monitoring	
 More than 2,000 food business	
 95% of food businesses with a score of 4 or 5	
 300 Food samples	 64 Accidents
 40 Educational Visits	 Visit 2,000+ businesses annually

Trading Standards Service

The purpose of the service is to promote, maintain and ensure a fair and equitable trading environment whilst protecting the interests of Gwynedd consumers and businesses.

We are responsible for enforcing a wide range of laws relating to the supply and distribution of goods and services and cover a range of subject areas including:

- product safety
- scam awareness & illegal money lending
- doorstep crime
- underage sales
- business advice
- counterfeiting and intellectual property crime
- e-commerce & internet investigations
- estate agency law & property misdescriptions
- petroleum and explosives/fireworks
- animal health and welfare
- animal feed
- weights and measures

Requests for Service		
 2,081 Complaints about traders	 161 requests for advice from businesses	 398 Animal Health Applications

Monitoring
 Over 8,000 traders
 More than 2,000 farms
 30 businesses to store fireworks
 44 Business to store petroleum

Transport and Countryside

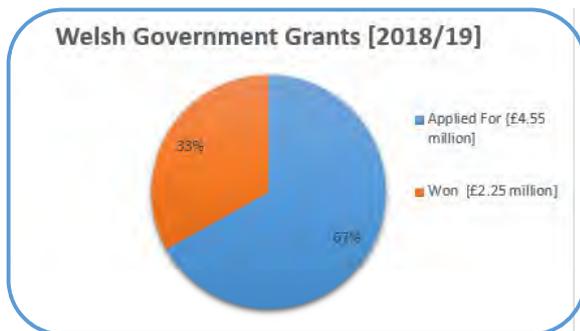
- Traffic and Project Service
- Integrated Transport & Road Safety Service
- Countryside & Access Service
- Parking Unit

Traffic and Project Service

The purpose of the service is to enable the public to use Gwynedd roads in a safe and unimpeded way.

We realise our purpose by the following main activities:

- Ensuring our roads are safe and unimpeded for all users, and offering appropriate measures to monitor and improve them
- Complying with our duties under the Active Travel Act 2013 by providing a network of walking and biking routes, and promoting active travel.
- Completing projects in relation to road safety, improving the network and integrated and sustainable transport in a cost effective, timely and safe manner.
- Ensuring there are no unnecessary barriers to the use of main roads as a result of events or activities, by appropriate management and coordination.
- Ensuring that new developments effecting our road network are safely designed and operated.



We also manage various road improvement projects across the County.

We are always looking for opportunities to fund our transport and safety plans from external sources and we often succeed to attract grant funding from various sources for these purposes.

We are responsible for coordinating and monitoring the activities carried out on the public highway network by statutory contractors (e.g. Welsh Water, BT) or their contractors. This involves processing applications for e.g. drilling roads to fix equipment and closing roads to facilitate the undertaking of maintenance work.

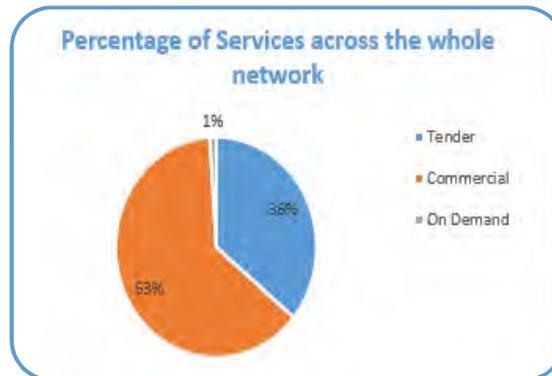
We also license the siting of skips and scaffolding on our roads as well as enforce property owners to fell trees, move obstructions off the road and so on.



Integrated Transport & Road Safety Service

The purpose of the service is to provide safe, quality transport that's cost effective for Gwynedd residents. To this end, the unit is responsible for all matters relating to transporting Gwynedd residents, whether on public transport, transporting pupils and students to educational establishments, community transport or transportation for social services.

Over half the **public transport routes** in Gwynedd receive financial assistance to run them because they are not commercially viable. To facilitate this, we prepare public transport contracts as well as prepare and create service timetables for the various routes. We are also responsible for arranging **education transport contracts** (including a seat purchasing scheme) in order to provide free transport for eligible pupils.



In areas where a conventional transport provision is not available, or for our residents who are unable to or find it difficult to use conventional public transport, we also consider opportunities for **community transport**.

As part of a **comprehensive review** of the services we offer, we have completed a consultation period with communities in order to fully understand their transport needs.

We now intend to ensure that our transport network, as well as the types of vehicles used, meets the needs of our residents. By innovating, we will establish quality services that are dependable, that offer value for money and are kind to the environment. **We will have established a new network and implemented parts of the provision during 2020-21.**

The purpose of the Road Safety service is to attempt to reduce injuries and accidents on our roads by undertaking educational initiatives, training and publicity.

We realise our purpose by focusing on the aspects below:

- Training on safe cycling (primary)
- Training on crossing the main road safely (secondary)
- Walking to school campaigns (primary and secondary)
- 'Pass Plus Wales' training (young drivers)
- Vehicle Control (young drivers)
- Living Well – Driving Well (older drivers)
- Campaigns in cooperation with other partners on aspects such as drink driving, speeding, safety belt, baby seats and mobile phones (adults)

Concerns were raised regarding road safety outside primary and secondary schools in Penygroes which serve the area of Nantlle Vale. A new route has been opened which enables pupils from Ysgol Dyffryn Nantlle and Ysgol Bro Lleu, Penygroes to walk to school and avoid busy areas of the main road. Work is also underway to consider options for improving parking and bus provision at peak times.

Similarly, concerns were raised about road safety outside some of the schools in Caernarfon. A plan to improve the safety of road users in the vicinity of Ysgol y Gelli, Ysgol Syr Huw Owen and the Byw'n Iach Arfon centre is now underway. We are looking at improving the opportunities to travel to school or to the Byw'n Iach centre from neighbouring communities by bike or on foot.

Countryside & Access Service

The purpose of the countryside and access service is to look after Gwynedd's route network, landscape beauty and nature on land and sea.

We **facilitate and maintain public rights of access** to the countryside and the coast, protect biodiversity and habitats on land and sea and protect the Llyn Peninsula Area of Outstanding Natural Beauty.

We have taken advantage of funding opportunities to establish a Local Nature Partnership Scheme which is an opportunity to work with local communities and other bodies to strengthen habitats and restore green areas. The continuation of the work of projects such as Tir a Môr Llŷn is coming to fruition, for example through the marine education package that will be available to schools and the walk between the south and north of the Llŷn coast that is underway. We must respond to the challenge of ash dieback disease and an action plan will be prepared in the coming year.

Several access improvement plans have been completed -a new bridge over the Llyfni River; continuous improvements to the Coast Path and several minor improvements such as exchanging stiles for gates in the Cilan area.

Biodiversity in our Countryside



We ensure that we comply with the Council's duties to protect our biodiversity in Gwynedd. We provide specialist advice on planning applications and developments and have held 976 consultations over the 2017/18 year.

The Department is responsible for coordinating the work of managing a designated European site for marine habitats and species of European importance in the Pen Llŷn a'r Sarnau Special Area of Conservation, and for managing and implementing environmental projects such as the Marine Ecosystems Project.

The Department also holds activities with local groups and the public to raise awareness of the importance of our biodiversity.

Access to the Countryside

The **Gwynedd public footpath network** is 3,800km long and we have given priority to maintaining those paths that have been identified by communities as the ones that are important to them.



We also develop and maintain the **national coast path** which stretches approximately 300km in Gwynedd.

Following improvement of the Coast Path provision in the town, progress has been made on improving routes connecting to it near Tŷ Moelwyn in Porthmadog. Specifically, we have completed work on the routes around the 'Cob Crwn'.

Following local calls to complete the cycle path between Tywyn and Aberdyfi, which is already one of the Council's priorities, the Department have been unable to find grant funding by the Welsh Government to enable us to move on with the work. We will continue to attempt to find sufficient funding to complete this important Active Travel link.

There were also calls to build a multi-use route between Pwllheli and Llanbedrog that would enable easy access for users across the Llŷn Peninsula's southern coast. Legal works are underway in an attempt to secure riding and cycling rights on that route in order to expand our Active Travel network.

We will also concentrate on creating fit for purpose coastal paths between Tal y Bont, Bangor and Porth Penrhyn, and also between Dinas Dinlle and Trefor, during 2020-21.



We deal with applications to divert and create paths and maintain and update the definitive map which shows the **county's rights of way network**.

We have also prepared a Rights of Way Improvement Plan which sets a framework for improving the network and manages lands, including six nature reserves and other lands.

The Department protects and seeks to manage the quality of the **Llŷn Area of Outstanding Natural Beauty (AONB)** in accordance with protocol. The AONB Management Plan is implemented by the Council and other organisations.



In future, our intention is to ensure that our cycling network is fit for purpose, and in that, solve aspects that prevent their full use. We will also take advantage of grant opportunities to expand the Active Travel network that offers health and environment benefits.

Parking Unit

The purpose of the unit is to encourage safe and organised parking to ensure road safety and to facilitate traffic flow and ensure appropriate parking spaces for all users.

We realise our purpose by working on the following aspects:

- Parking enforcement on and off our streets
- Maintain our car parks and ensure their safety
- Maintain our pay and display machines

Concerns were raised in the Caernarfon and Dyffryn Ogwen areas regarding the lack of parking spaces for local people. In response, a 'Parking for Residents' scheme is in operation in Tre Gof, Caernarfon where most residents have supported the scheme. We have consulted with residents in other areas of the town and have found little support to adopt a similar scheme.

The situation regarding parking for residents and workers in the Dyffryn Ogwen area continues to be monitored and no significant problems have emerged at present.

This Department's day-to-day work contributes towards the Gwynedd Well-being Objectives, ensuring that Gwynedd residents can:

Enjoy happy, healthy and safe lives

Live in quality homes within their communities

Take advantage of the natural beauty of the county



Economy and Community Department



Economy and Community Department



The Economy and Community Department comprises a range of services that aim to improve the economic, social and cultural well-being of Gwynedd communities.

This is a brief outline of the Department’s work in 2020/21:

Economic Development Service

We collaborate with partners to create the conditions for businesses and enterprises to establish themselves, to be competitive and develop in Gwynedd creating high quality jobs across the County.

The economy's performance has an impact on the quality of life of Gwynedd residents influencing household living costs and income.

Gwynedd's economy is performing fairly well at a Wales level but not in comparison with other regions of Britain and Europe. Salary levels in Gwynedd are much lower than in other parts of Wales and the productivity value of Gwynedd businesses is low compared to other areas. It is therefore important that Gwynedd Council takes proactive measures to create the conditions that enable businesses to grow and stimulate economic growth at a time of economic uncertainty as Britain leaves the European Union.

There are 16,010 businesses, enterprises and community companies in Gwynedd. The Department provides information, advice and practical support to assist them to establish and develop in order to support and create jobs. The Service gives particular focus on supporting Gwynedd businesses to succeed when tendering for work and to keep the benefits from public and private sector contracts local by collaborating with Gwynedd Council's Procurement Team and the North Wales Economic Ambition Board.



During the next year we will seek to ascertain the impact of Brexit on Gwynedd businesses and raise awareness of business support sources to enable businesses to cope with the change.

Our improvement priorities in 2020/21 will be:

Businesses Receiving Support to Prosper

Improvement Priority 1



Having prosperous businesses contribute substantially towards the creation of employment and prosperity in our communities. However, it is currently an uncertain period for businesses as a result of Brexit and a change in trade and competing arrangements. Gwynedd Council is determined to help local enterprises to adapt and respond to the challenge by:

- being alert to the opinion of businesses and listen better in order to understand their future needs;
- ensuring that every part of the Council considers how they could offer help to support businesses;
- powerfully voicing the needs of Gwynedd Businesses in discussions with our partners;
- encouraging Gwynedd businesses to make the best of the support available from others.

We have already:

- undertaken a business opinion survey of all services they receive by the Council
- discussed the implications of Brexit with the business community and promoted the support available by Welsh Government and others
- played a proactive part in discussions regarding the future of business support in north Wales and the future of funding to support the economy post-Brexit.

In 2020/21, we will:

- respond to the results of our business opinion survey about Council services working specifically with the Corporate Support Department and the Environment Department.
- contribute towards the development of the business support network across north Wales ensuring that it is suitable for the needs of Gwynedd businesses;
- review our methods of continuous engagement with businesses and introduce new arrangements as a result of Brexit;
- influence the new arrangements for funding to support the economy post-Brexit.

Growth Vision for North Wales

Improvement Priority 1



A lack of growth is a weakness in the economy of the whole of north Wales, and particularly the north-west. In response, the six counties in north Wales, and other stakeholders such as education establishments in the region and the private sector came together to establish the North Wales Economic Ambition Board and to formulate a vision for economic growth.

The Board's main plan is the 'North Wales Growth Bid' and in November 2019 an initial agreement was signed between the Ambition Board, the Welsh Government and UK Government which are preparing the realisation of the Growth Bid. The bid will lead to an investment of £945m in the north Wales region over the next fifteen years and create up to 4,000 jobs across north Wales. Gwynedd Council is playing a prominent part in the Ambition Board in order to ensure that the needs of the County are addressed and that Gwynedd residents and businesses maximise the benefits.

We have already:

- ensured that several schemes in Gwynedd will be a priority for the Ambition Board which includes improving the availability of superfast broadband, developing the Trawsfynydd Nuclear Power Station site and developing the Rural Innovation Centre in Glynllifon.
- agreed to be the lead authority for the Ambition Board

In 2020/21, we will:

- continue to influence the development of schemes that will be in Gwynedd;
- contribute towards the development of the North Wales Economic Framework which is being prepared by Welsh Government to identify future principal regional investment programmes;
- influence the British Government and the Welsh Government to ensure that Gwynedd benefits from any economic development funding that will be available post-Brexit.

Create High Value Jobs (£28,500 + salary)

Improvement Priority 1



Salaries in Gwynedd are amongst the lowest in Britain. Weekly pay in the County was the lowest in Wales in 2019 (£459 on average) and the low pay at its worst in our rural communities (£423).

Low salaries contribute towards the high rate of poverty amongst our residents who work. A lack of well-paid jobs is also the reason why young people leave or fail to return to the County which, in turn, has an impact on our communities and endangers the future of the Welsh language.

The aim of the Create High Value Jobs scheme is:

- encourage and support business within well-paid sectors such as energy, digital and creative to establish and grow in Gwynedd;
- support Gwynedd residents to foster the skills to work in these sectors and in high value jobs created by Gwynedd businesses.

We have already:

- targeted funding from the Nuclear Decommissioning Authority to support the work
- secured European funding to realise a scheme to develop space for businesses to locate themselves in the Snowdonia Aerospace Centre
- secured European funding to realise a scheme to increase the number of school pupils who study the subjects desired by businesses within well-paid sectors
- established business networks in the digital and creative sectors to encourage collaboration
- supported businesses to establish in Gwynedd.

In 2020/21, we will:

- support the development of space for 165 jobs in the aerospace sector at Llanbedr airfield
- aim to ensure continuous employment at the former Nuclear Power Station site in Trawsfynydd, supporting the establishment of an appropriate entity to ensure further use of the site for a low carbon energy development in future and leading on the development of a scheme by North Wales Economic Ambition Board to prepare the site for investment.
- support the development of the creative industries and the digital sector in Gwynedd
- develop skills for high value jobs working specifically with the Regional Skills Partnership and the north Wales STEM project.

Arloesi Gwynedd Wledig / Rural Development Programme

Improvement Priority 1



Substantial challenges continue to face the economy in rural Gwynedd; salaries are particularly low and only one person works in 79% of businesses. Uncertainty continues to face the food and agriculture industry in light of Brexit and the future policy direction of British Government and Welsh Government. This threatens the sustainability of our rural communities and Welsh language strongholds.

In response, the Council intends to collaborate in order to create the conditions for businesses to adapt and compete in rural areas by improving the digital infrastructure, supporting businesses to pioneer and increase the value of their activity and attempt to retain more wealth in our rural areas by stimulating the foundational economy.

We have already:

- secured an investment of £4 million for the Arloesi Gwynedd Wledig scheme to encourage and support innovation among rural communities and businesses;
- implemented a scheme to increase the availability of public computer equipment in our rural communities
- secured funding to extend a pilot undertaken by Arloesi Gwynedd Wledig and space for public wi-fi provision in eight main towns / rural villages in Gwynedd;
- started to implement Gwynedd schemes within the ARFOR Programme to support the creation of work within Welsh language strongholds.

In 2020/21, we will:

- support further investment to improve the availability of superfast broadband in rural area; to promote use of 'the internet of things' and mobile phone service;
- work with Grŵp Llandrillo Menai and the private sector to establish a rural innovation hub in Glynllifon, giving particular attention to the food and drink sector;
- complete projects of the ARFOR programme in Gwynedd and prepare the case for further collaboration in the West Wales region in future;
- learn more about the foundational economy in Gwynedd and how it can be supported further;
- influence nationally on behalf of the needs of rural communities as a result of Brexit.

More Gwynedd residents playing a full part in the world of work

Improvement Priority 3



A substantial number of residents are unable to fulfil their full potential as they are underemployed or excluded from employment.

Being outside the world of work leads to reducing residents' wealth and increasing the demand for public resources, and preventing this is a key part of the anti-poverty agenda. There are direct benefits from being in work in terms of increasing earnings, but there are also wider benefits in terms of health, children's life opportunities and pride in communities. Therefore, the Council is eager to support Gwynedd residents to enter or to remain in the world of work.

We have already been:

- implementing the Communities for Work and Communities for Work and More Programme employing a team to provide support for residents who have been exempted from the world of work;
- reviewing the needs and opportunities within the labour market locally to ensure that we encourage people to develop the necessary skills;
- working with employers, especially within the tourism industry, to ensure that more Gwynedd residents benefit from the opportunities;
- achieving a programme to support Gwynedd residents to foster the necessary digital skills to gain access and to remain in employment, advising them on how to manage money in order to stabilise their circumstances.

In 2020/21, we will:

- ensure continuation of the Communities for Work and Communities for Work and More schemes;
- extend our method of working with employers to new sectors including retail and catering;
- collaborate closely with our partners across north Wales and with the UK Government's Department for Work and Pensions to improve the cohesion of our services;
- revise our provision to support residents to develop digital and financial management skills;
- extend our current provision to support residents who have returned to employment to increase their earnings.

Tourism, Marketing and Events Service

The tourism industry is a key employer in Gwynedd. With an economic value of nearly £1 billion, over 15,000 people work in this sector. We assist the industry to attract people throughout the year who are likely to spend more locally, such as visitors who enjoy the outdoors and those who take an interest in the special history and culture of Gwynedd. To deliver this more efficiently

57,100

followers on Snowdonia, Mountains and Coast's social media in 2018/19



we are redeveloping our Snowdonia, Mountains and Coast digital marketing and collaborating with partners to identify priorities to support the main tourism destinations of Gwynedd and the broader sector.

We also support event organisers to create vibrancy within communities across the County. Public events offer a commercial opportunity for local businesses to provide or deliver services. By staging events, it is possible to raise the profile of Gwynedd and market the area to tourists as an exciting and vibrant place to live, to visit and an ideal location for businesses to invest. We have already been successful in attracting a number of national and international high-profile events to the County which led to an economic benefit of £5.47m for Gwynedd in 2019/20.

We are eager to continue with this in 2020/21 and to ensure that local businesses benefit from the events. This will lead to opportunities to promote the County and increase the number of opportunities for local companies to work at or offer services to the events.

Our improvement priorities in 2020/21 will be:

Benefiting from Tourism

Improvement Priority 1



Tourism is one of Gwynedd's main economic sectors and it is an important employer. However, the increase in the tourist numbers makes a significant contribution to the pressure on the infrastructure of the County's destinations; a cost that is mainly shouldered by the residents of Gwynedd.

We have already:

- established a steering group with representatives from the tourism sector across Gwynedd to review our arrangements to manage tourism in Gwynedd;
- commissioned a study to examine the options to attract new income to Gwynedd in order to respond to increasing visitor numbers.
- held two workshops with Members of Gwynedd Council and the Snowdonia National Park Authority in order to agree on a series of tourism principles and priorities for the future.

In 2020/21, we will look to continue to collaborate with the tourism industry and our partners to create a new Tourism Management Plan for Gwynedd that will consider the best way of getting the greatest benefit to the industry and for the residents of Gwynedd. In doing so, we will seek to improve the sector's contribution to the communities and economy of Gwynedd, improve the provision of the County's destinations and increase the industry's provision for tourists and for the people of Gwynedd.

Maritime Services

As the Gwynedd landscape and natural environment is so important for the County's prosperity, the Department tries to ensure **quality and safe resources in our harbours, marinas** and on the beaches of Gwynedd in order to create recreational attractions for local people and visitors. The Department manages 301km of the Gwynedd coastline, concentrating on eight Blue Flag beaches, four harbours and two marinas, including Hafan Pwllheli that accommodates 400 boats.



1,777 boats and **923**
personal watercraft were
registered during 2018/19

In 2020/21, we will:

- update the Gwynedd Beach Management Scheme
- implement Strategies to Dredge Pwllheli Harbour and Victoria Dock
- develop future management options for Hafan and Pwllheli Harbour

Regeneration Programmes Service

A number of economic, social, cultural and environmental factors combine to make Gwynedd a special place to live, work and venture. However, market forces are not strong in some communities and they need a boost at times in order to reverse decline, and in order to respond to the challenges they face before achieving future potential. This is a process of regeneration and it **is an intentional effort to collaborate with Gwynedd residents and partners to improve areas** in order to create healthy, prosperous, dynamic and sustainable communities with a prominent and central place for the Welsh language.

It is not possible for one department to achieve the aims of the Gwynedd Regeneration agenda alone. In order to make a long-term difference and make the best use of resources, there must be collaboration across Council departments and with a variety of national, regional and local partners. A cross-departmental Regeneration Board has been established and during 2020/21 it will collaborate with partners in order to identify priorities for the future.

Our improvement priorities in 2020/21 will be:

Implementing the Gwynedd Slate Heritage

Improvement Priority 1



A number of Gwynedd's most needy communities are rich in heritage and are home to existing or proposed World Heritage Sites, such as the former traditional slate areas.

There is an opportunity for us here to use the World Heritage Site designation as a tool to regenerate our slate communities - to promote pride in our heritage, promote ambition for the future and increase the value of the tourism industry.

During 2019-20, a full nomination from Gwynedd was presented to the UK Government and to UNESCO for a World Heritage Site designation. Schemes were also implemented which have attracted £1m of additional resources to the County through the Heritage Fund, Welsh Government, the European Union and Snowdonia National Park through the LleCHI project.

During 2020-21, we will continue to collaborate with landowners and stakeholders on world heritage site management plans and collaborate with UNESCO to secure the status for the slate industry by July 2021.

Via the LleCHI project, we will collaborate with the slate communities to create a programme of regeneration activities in these areas that will improve the appearance and look of communities, improve the quality of the visitor's experience, and will lead to an increase in residents' ownership of their heritage, language and culture.

Promoting Town Centres

Improvement Priority 1



Lively town centres are able to make substantial contributions to the economic and social success of local areas.

The "high street" of a number of Gwynedd towns need support to ensure that they thrive by maintaining and creating work and providing a range of goods and services that residents and visitors need.

We have already:

- developed a regeneration framework for Bangor city centre as a basis to target the resources of the Welsh Government's Regional Regeneration Programme;
- collaborated with businesses in the Caernarfon and Bangor areas to promote the Business Improvement Districts (BIDs) which have created a levy for business to improve the experience for the visitor;
- been successful in targeting Welsh Government resources to establish a loans programme for the upgrading of redundant buildings in the areas of Caernarfon, Bangor, Bethesda and Penygroes;
- been collaborating with partners in Harlech to establish a town centre regeneration framework;
- promoted the Gwynedd Council free parking programme over the Christmas period to encourage more shopping in our local towns.

We will continue to work as a Council to look at how we could support and facilitate town centre regeneration to maintain a range of services for local residents and visitors within a lively environment with a Welsh atmosphere. Plans will be prepared for 13 catchment areas in Gwynedd, based on what matters to the residents within these communities.

Community Support Service

The Department provides services in order for Gwynedd residents to make our communities a better place to live. **It is important that voluntary groups and local enterprises are supported to respond to local opportunities and needs.** The Council has a network of area regeneration officers and 'CIST' grants to support community projects.



65

projects that are developing a new service/safeguarding access to a service during 2018/9

We will target some communities more than others giving specific attention to planning support for areas with the most needs.

In 2020/21, we will:

- relaunch our Community Support service across Gwynedd
- measure the size and nature of the demand for support from communities and consider options to provide the service in future
- contribute to the work of the Council's Regeneration Board by leading on the work of engaging with communities to try to identify local priorities.

Libraries Service

The Council provides a service in nine main libraries, four community libraries and three library click and collect links across the County. It is important for Gwynedd residents to be able to borrow books and audio books, and to download e-books, audio e-books and e-magazines of their choice. 491,745 resources were borrowed by Gwynedd residents in 2018-19.

However, not all Gwynedd residents can reach their local library and therefore the Council also provides a mobile library that visits 115 stops in towns and villages every month, as well as the homes of 317 individuals who receive a Library Service at Home. Gwynedd Libraries are also commissioned by the Education Department to provide the Lori Ni Service, which visits every Primary School, Special School and Language Centre twice a year to lend reading books for 3-11 year olds.

Gwynedd residents use the library for so much more than just to borrow books. They are welcoming places for people to use for various activities - to attend activities such as digital sessions, creative writing sessions, craft or Welsh learner group sessions, sessions for babies or story time for children, to receive support and access to information about matters such as health and well-being, job seeking or local services, as well as photocopying and scanning. Gwynedd residents can also use one of the 96 computers or Wi-Fi, in the libraries for free.

The Gwynedd Libraries service received an excellent report for its performance in 2018-19, which shows that the service is performing well within the Welsh Public Libraries Standards Assessment Framework.

In 2020/21, we will:

- prepare a business case for resources to upgrade the facilities at Pwllheli Library
- develop and extend our Health, Well-being and Learning offer for adults in our Libraries
- embed new self-service arrangements in every library across the County
- continue to collaborate with communities and promote access to the new service
- consider the role of Libraries within communities in future

Archives Service

The Council has a statutory responsibility to **protect our public records and to ensure that people have access to them.** We will do this through the two record offices we have in Gwynedd - Caernarfon Record Office and the Meirionnydd Record Office in Dolgellau.



Gwynedd Record Offices have a wide range of documents, photographs, maps and newspapers with the oldest document dating back to 1176. There is a range of public, official and private collections that reflect the culture and heritage of Gwynedd communities. The Record Offices provide taster sessions and family history courses and work with Gwynedd Primary Schools.

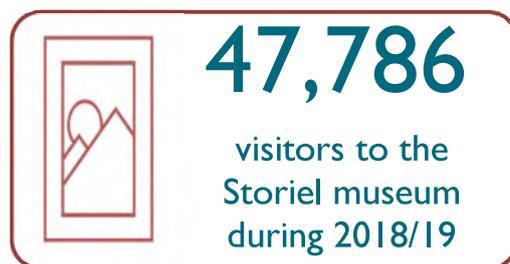
In 2020/21, we will:

- promote access to the service
- collaborate with the Welsh Government and other records offices across north Wales to identify opportunities to make the best use of Record Office resources in the region
- work with the Education Department to discuss the maintenance of the Education Archives and Museums Service for the future.
- identify the cost of digitising the collections

Museums and Arts Service

The Service runs two museums in Gwynedd and is responsible for looking after collections and creating exhibitions in both, namely Storiel and the Lloyd George Museum.

Much of our work in the field of community arts targets **health, well-being, education and tackling loneliness projects**. The Service is also responsible for allocating arts grants in order to support arts standards and opportunities for all.



The Service support various arts programmes to ensure that arts are alive in our communities and that the arts can be accessed in our rural areas.

Our aim will be to continue enriching the lives of Gwynedd residents by promoting an understanding of our unique heritage and culture.

In 2020/21, we will:

- work with the Friends of the Lloyd George Museum to create a new way to manage the Museum
- ensure the success of the Storiel scheme and establish a Development Trust for it so that it may work with the arts and heritage sector in Gwynedd in future
- work with the arts sector to realise the aims of our new strategy for the arts
- support Ysgol Godre'r Berwyn to establish new community arts facilities
- develop plans to upgrade facilities at Neuadd Dwyfor and identify future sustainable provision models.

Leisure and Country Parks Service

We collaborate with partners locally, regionally and nationally in order to inspire, support and enable Gwynedd residents to be active and live healthy lives.

The health trends of Gwynedd residents are slightly lower than the national average. However, with the levels of obesity amongst four-year-olds in Gwynedd among the highest in Wales, it is crucial that Gwynedd Council and partners respond and create the conditions to promote healthy living .

Gwynedd Council has a network of 12 leisure centres across Gwynedd which attract 1.3 million visits every year. This provision enables Gwynedd residents of all ages to learn new skills and enjoy participating in active activities in safe locations.



82% of children able to swim at 11 years old in 2018/19

Gwynedd Council is committed to continuing to provide these facilities and has established the Byw'n Iach Cyf. Company to run the centres on its behalf in future. The Department has established a contract for the Company

to manage the service from 1 April 2019 and we will monitor the contract regularly in order to assure the quality of the service.

The Council also manages the country parks in Glynllifon and Padarn. These parks are important heritage sites and are popular attractions to visitors. But the parks are also valuable assets to improve the well-being of Gwynedd residents and to promote healthy living. The Department will seek to secure more local benefit for communities from these assets.

In addition to these facilities, the Council is collaborating with partners in order to ensure that a programme of active and inclusive activities is available for young people via the Sport for Life team in centres, schools, clubs and in the community. A programme of Exercise Referral activities is also available in Gwynedd to help to reduce the impact of conditions that prevent Gwynedd residents from exercising and to improve their health. There has been a significant increase in the number of clients for this service, especially in the fields of dementia and chronic conditions and there is clear evidence that shows the impact of this investment on the quality of life and health. These two programmes are provided in Gwynedd by means of an agreement with the Byw'n Iach Company.



49% of children participate in sports three times a week

In 2020/21, we will:

- support the Byw'n Iach Company to manage leisure centres across Gwynedd
- establish arrangements to upgrade and invest in our leisure facilities
- collaborate with partners in order to develop a new model to provide a Sport for Life service across north Wales and to establish a new sport development service jointly with the Byw'n Iach Company in Gwynedd
- collaborate with Sport Governing Bodies to offer a range of inclusive activities that respond to the demand in Gwynedd and the special opportunities that are available in the County through our natural resources
- collaborate with the Byw'n Iach Company to provide the Exercise Referral service on behalf of the Council in future
- develop future management options for the Country Parks of Glynllifon and Parc Padarn.

Local priorities have been noted in the Council Plan since 2018/19 which responded to needs that had been raised by local Councillors. The Department has used these priorities when developing their wider work programmes and, therefore, a number of the needs are addressed through work that has already been described in this Department Plan.

We have listed local priorities below alongside the programme or project that has been planned in order to respond to that local and County need.

Local Priorities	Programme
<p>In consultation with local councillors in the Porthmadog, Ffestiniog and Penllyn areas in the Summer of 2017, an aspiration was noted to attract more long-term well-paid jobs to improve the economic situation of local residents. The Create High Value Jobs priority is developing new opportunities in Trawsfynydd and Llanbedr that will benefit these communities. In the Porthmadog area, it was also noted that the local councillors were concerned about the condition of some dormant sites in the area and in response we will be looking at opportunities to support, improve or reuse the sites.</p>	<ul style="list-style-type: none"> • High Value Jobs • Promoting Town Centres
<p>When we consulted councillors in the Dolgellau area it became evident that the poor connectivity of mobile phones and broadband hinders residents and the area's businesses. We are seeking for Welsh Government to prioritise the county for its schemes in relation to this field by following the principles of Digital Gwynedd.</p>	<ul style="list-style-type: none"> • Growth Vision for North Wales • Arloesi Gwynedd Wledig
<p>In the areas of Dyffryn Ogwen and Dyffryn Nantlle, local councillors noted that the promotion and regeneration of the high street was a local priority and we have made outline applications for some regeneration activities in the areas.</p>	<ul style="list-style-type: none"> • Promoting Town Centres
<p>In consultation with Bangor area councillors, their wish to improve the appearance of the local area was noted and to respond to empty shops, noting a wish to work with partners such as local businesses and Town and Community Councils to generate income to contribute to the work. In turn, this could support local businesses and tradespeople. We are considering the opportunities to build on existing work jointly with the Bangor Business Improvement District and our partners locally and regionally to plan a response. Additional grant funding to maximise the benefit of the interest free Loans Scheme has been secured.</p>	<ul style="list-style-type: none"> • Promoting Town Centres
<p>There is also a link to the county level priority to implement the Gwynedd Slate Heritage plan, as noted above. The regeneration of these areas should improve any negative image that stems from being post-industrialised areas and release their potential.</p>	<ul style="list-style-type: none"> • Implementing the Gwynedd Slate Heritage
<p>During a consultation session in the Ffestiniog area it became evident that local councillors were concerned about the future of the Community Centre and the services located there, and the Regeneration Team recently conducted a survey on public buildings across Gwynedd. This indicated that ineffective use was being made of a number of public buildings in Blaenau Ffestiniog including the Community Centre. In a time of financial hardship, there is an opportunity here to share resources better in the future.</p>	<ul style="list-style-type: none"> • Community Support Service

The Department's day to day work contributes towards the following Well-being Objectives by ensuring the people of Gwynedd:

Enjoy happy, healthy and safe lives

Earn a sufficient salary to be able to support themselves and their families

Live in quality homes within their communities

Live in a natural Welsh society

Take advantage of the beauty of the County's natural environment.



Housing and Property



Housing and Property Department



The Housing and Property Department is a new department, established during 2019, with the aim of facilitating the Council's ability to face one of the county's greatest challenges, which is to ensure an adequate supply of suitable, good-quality housing to address the needs of a changing population.

The Department is also responsible for managing the Council's property assets in order to ensure they are suitable for providing services to the County's residents.

Housing Matters

'Homes for the People of Gwynedd' Strategy 2019-24

Improvement Priority 4



The demand for social and affordable housing for the residents of Gwynedd currently outweighs the supply available, and an increasing number of people are becoming homeless or are at risk of homelessness in Gwynedd. Our response to date does not address the needs of the local population now nor for future generations. In response to this challenge we have already drawn up a Housing Strategy which aims to optimise our supply of housing in Gwynedd, to improve their standards and also improve access to housing by strengthening the support that is available to people to enable them to live independently in their communities.

During 2020/21 we will be using the principles that have been established in the Strategy to draw up a programme of specific schemes in order to try:

- To ensure that the people of Gwynedd are able to find a suitable home
- To ensure that no one is homeless in Gwynedd
- To address the health and well-being needs of the people of Gwynedd
- To ensure that Gwynedd homes are environmentally friendly

Thus far, the Council has been using the Welsh Government's Social Housing Grant to facilitate the Housing Associations' ability to build more houses for local people. In the future we will be looking to use our own resources to expedite our capacity to meet the challenge in this field.

Number of new units developed with the Social Housing Grant



Homelessness

The Homelessness Service provides advice and assistance to people who are homeless or at risk of homelessness. The team is discharging the Council's statutory duty to meet the requirements of the Housing (Wales) Act 2014. Their work includes:

- helping to prevent homelessness before it occurs
- assessing the accommodation and support needs of individuals and families who are threatened with homelessness
- helping to find somewhere else to live when an individual or family faces becoming homeless
- providing temporary accommodation in emergency cases, and securing accommodation for those in priority need.



Temporary Accommodation



The service provides many temporary accommodation places until a permanent property becomes available for homeless people, including two Council-owned hostels, 67 properties leased by private owners, and 21 properties leased by Housing Associations. Accommodation was provided to 339 families/individuals in 2018/19.

Tenancy support



Since many homeless people are vulnerable, support is provided to ensure that individuals can retain their tenancy and avoid becoming homeless again. Support is provided on a number of issues such as claiming benefits, support for the maintenance of accommodation, understanding rights and responsibilities, and applying for grants for furnishing a property.

Social Housing Register



The Gwynedd Housing Options Team administers the Common Housing Register and works in partnership with the social housing providers in the county, namely Adra, Grŵp Cynefin and North Wales Housing. The team's primary aim is to prioritise access to social housing on the basis of the most need in our communities and to provide advice to residents on the housing options that are available in Gwynedd.

With the support of the Gwynedd Housing Options Team, over 600 families managed to secure a new social tenancy in 2019.



Refugee relocation scheme

Since 2016 Gwynedd has contributed to the UK Government's Syrian Vulnerable Person Resettlement programme. The Council committed to welcome and provide housing for up to 40 individuals who had been forced to flee war-stricken Syria. We have now fulfilled our promise as a Council and take pride in the fact that we have helped eight families to settle in Gwynedd.



As a result of this programme's success, the Council has now committed to welcome up to 20 of the most vulnerable refugees identified by the United Nations' High Commissioner for Refugees (UNHCR) as part of the Worldwide Refugee programme over the next three years.

Travellers' site

There is a statutory requirement on every Local Authority to meet the need for suitable sites for travellers. We have been managing a purpose-made site in Llandegai for many years, and following the receipt of grant aid from the Welsh Government, a £1.8m investment was made there recently to improve the facilities and expand the provision to meet the demand within the County.

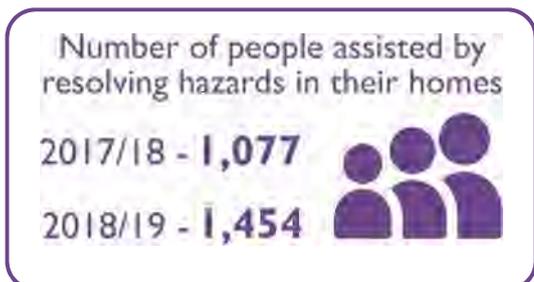
Housing Enforcement



The purpose of the Enforcement Team is to ensure good-quality, warm and safe housing for tenants within the County. We are responsible for enforcing standards in 9,000 private-rented houses and 8,500 social houses in Gwynedd.

We are also in charge of the HMO Licensing Scheme which checks that such houses reach the expected standards. At present, 900 houses in multiple occupation have received a licence from us following a detailed inspection process.

The Unit also works jointly with Rent Smart Wales to maintain a national register of rented housing, inspects dwellings for Home Office cases, deals with over 300 complaints annually relating to cases of nuisance, deals with problems resulting from empty houses and deals with approximately 20 annual cases of illegal eviction.



Housing Alterations

This Unit is responsible for promoting the independence and well-being of Gwynedd residents by providing timely and high-standard alterations to the homes of children and adults with physical disabilities. Around £1.3m a year is invested on schemes such as creating accessible bathrooms, installing ramps outside the house, building extensions etc. Around 30 of these are referrals received from hospitals so as to enable patients to return home. We also fund around 900 minor alterations a year, such as installing handrails, mobile ramps and other small alterations.



The unit administers interest-free loans for repairing houses that are in a poor state and which are owned by residents on low incomes, and there is significant and constant demand for these loans.

Empty Homes

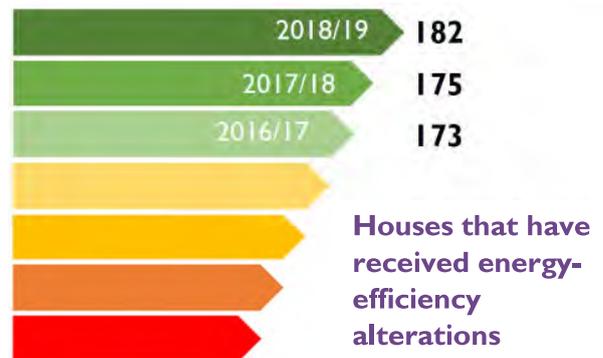


There are approximately 1,300 empty houses in Gwynedd at present, and we have an important role to play in attempting to bring these houses back into use in order to contribute towards the amount of affordable housing that is available to local people. Since 2008, over 500 empty houses have been brought back into use through methods such as offering grants to first-time buyers, providing loans to landlords and the use of enforcement powers. This led to us being able to provide a home to over 1,000 local people in houses that had formerly been empty for some time.

Our success in this field has attracted outside investment, such as £1.45m of Welsh Government funding in 2018-2021 for the north of the County. During the next few years we will continue to give priority to this area of work and will also be looking to use our resources to buy empty homes when such opportunities arise.

Fuel Poverty

Most of the Government's resources in this field are directed towards the Housing Associations but the Council has also been able to make a valuable contribution in this important field. We have a number of schemes that are funded from various sources, with the aim of assisting those who are most likely to suffer fuel poverty.



Property Matters

The purpose of the Property Services is to ensure that we have properties that are suitable to provide the Council's services, and to manage our property assets effectively and efficiently.

The Council owns 967 buildings located on 478 sites across the county. These are mostly buildings used to provide services to the residents of Gwynedd but we also own and use non-operational properties to promote the Council's objectives e.g. economic development, the provision of social care etc. Many of these non-operational properties are leased to local businesses and other organisations, which generates an annual revenue income of around £1.1m for the Council.

Maintenance



The Buildings Maintenance Unit provides a 24/7 help-desk to deal with approximately 8,000 requests for repair work to buildings per year. Many of these are requests for work that require an urgent response to prevent the building from having to close.

In order to carry out this work we work in partnership with a number of local contractors, but we have also developed an in-house team of tradesmen who can undertake building work, joinery, plumbing etc. We will develop the in-house team further this year by adding two electricians.

Property Safety

We ensure that our buildings are safe to use for providing services to the residents of Gwynedd by ensuring that we comply with the various statutory duties and ensuring that we have an effective maintenance programme. We manage risks relating to asbestos, Legionnaires' disease, Radon and fire risks and ensure that electrical, gas, oil, water etc. systems are safe for the thousands of residents who spend time in our buildings every day.

Property Development



The new Ysgol y Garnedd which will open in September 2020

The purpose of the Unit is to develop new buildings or convert and renovate existing buildings to improve the service provided to the residents of Gwynedd.

By working closely with the Education Modernisation Team, the Property Development Unit has completed a £51m programme of new school buildings over the past 6 years, and a new £56m programme is now being developed over the course of the next five years.

The team is also undertaking a programme of improvements and extensions to the county's care homes and a programme of early years units to address the need in several individual communities throughout Gwynedd.

Estate Management

Our purpose is to ensure that the Council receives the best value in managing its portfolio of property assets, and ensuring that only those assets which are genuinely needed are retained. Over the past 10 years we have been able to reduce the size of the Council's property estate by over 25%, ensuring that our spending on the maintenance and provision of buildings is kept to a minimum, in order to release financial resources for the provision of front-line services.



The Estates team is also responsible for managing all the Council's leases including the Smallholdings Estate and the Industrial Properties portfolio which includes the Intec and Mentec Enterprise Centres, generating an annual rental income of over £1.1m.

Managing Offices



The Offices Team provides office space for approximately 1,500 staff in 7 large buildings, including all the related services associated with this such as care-taking, cleaning and security arrangements for all the buildings and their users.

Cleaning Service

We also provide a **cleaning service** for a large number of the various buildings used to provide the Council's front-line services. We are also a provider for external organisations.



Energy Conservation Unit

Following the adoption of our Carbon Management Plan, the Energy Team is implementing a number of projects to **reduce carbon emissions**. The work carried out by the team to reduce our energy use has created annual revenue savings of over £1.1m for the Council. We have started working on identifying how we can contribute further to the Council's aspiration to tackle the climate crisis.



The programme for raising awareness amongst school children has been an important part of this work, using characters such as Sbarci and Fflic www.sbarciafflic.org

Pest Control and Dog Wardens



We offer pest control services for the control and culling of all sorts of pests, through contracting and by responding to daily calls by the public for assistance to control pests in their homes or businesses.



We also provide the statutory service of looking after stray dogs.

Telecare



We provide a service for the installation and maintenance of Telecare equipment to the residents of Gwynedd. This is a hugely popular service amongst vulnerable individuals and their families, where the use of Assistive Technology enables people to continue to live independently in their own home.

The Department's day to day work contributes towards the following Well-being Objectives by ensuring the people of Gwynedd:

Enjoy happy, healthy and safe lives

Live in quality homes within their communities

Live in a natural Welsh society

Live with dignity and independently for as long as possible

Take advantage of the beauty of the County's natural environment.



Ymgynghoriaeth Gwynedd Consultancy Department

Gwynedd Consultancy Department (YGC)

The Gwynedd Consultancy Department (YGC) operates as a commercial department that generates income for the Council, whilst also undertaking statutory functions in water and flood management. By combining the commercial and statutory, YGC can maintain high quality jobs, whilst retaining expertise within the county. The Department specialises in engineering and construction.

Water and Flooding

As a result of Climate Change, the threat of coastal erosion and flooding is exacerbating. Our intention is to manage and reduce the impacts of these threats on the people of Gwynedd. There are also national legislations that place statutory responsibilities on the Council.

Forward Planning and Identifying Risk

In accordance with the objectives of the Well-being of Future Generations Act (2015), it is essential that we plan ahead to keep our communities safe, healthy and viable for the future. Climate change is creating specific challenges, and flooding has been acknowledged as an international priority.

In order to forward plan for these challenges, we are creating a picture of flood risks across Gwynedd by analysing the data that we are collecting, as well as other official external data, such as climate and sea level projections. All of this then forms the basis to our Flood Risk Management Plan.

The Service also encourages collaboration between the whole Council and various stakeholders (such as Natural Resources Wales, Welsh Water and our communities), to ensure that we take every available opportunity to collaborate to adapt and protect from flooding. Successful grant applications ensure an investment is made in the infrastructure of Gwynedd which increases the resilience of our communities in light of flood risks. We have identified that ongoing support is required in every community in order to ensure sustainable resilience to mitigate against these risks in the future.

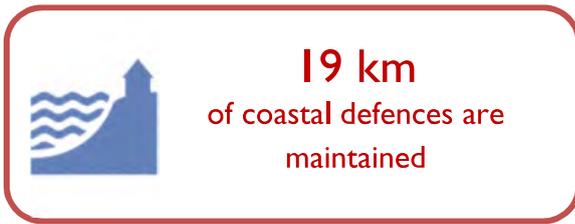
See below a summary of the work of gathering data which feeds into this work.

Investigating Flooding Incidents



There is a duty on us to investigate flooding incidents under the Flood and Water Management Act. Since the Act came into force in 2010, YGC has investigated 42 incidents of indoor flooding every year, on average. We also gather information by identifying faults or by receiving any flood-related concerns from Gwynedd residents. We aim to respond to these in the shortest possible amount of time.

Flood Prevention Asset Maintenance



We are responsible for maintaining 229 coastal assets which extend along 19km of coastal defences, and 52 assets that manage the risk of flooding from common watercourses. Surveying and maintaining these assets is essential as we protect Gwynedd communities. We give a score from 1 to 5 (with 1 meaning 'as new') to

each asset, and set a condition target for each one. Our aim is for every asset in Gwynedd to meet its condition target to ensure that they mitigate against flood risks for the people of Gwynedd. We also maintain and implement a coastal monitoring programme, which assesses changes in the coastline. This, due to climate change, will increasingly affect our coastal communities in the years to come.

Our Role in the Planning System

Gwynedd Council is the Local Lead Flood Authority and therefore YGC has a role to prevent developments and activities that could contribute to the flood risk. These mainly include:

- Providing advice on planning applications, and
- Advising on work in watercourses and approving relevant applications - on average per annum, we receive 50 applications that affect or prevent the flow in a common watercourse. We ensure that the construction work is done in a way that has the least possible impact on flood risk and the environment. There is a statutory requirement on us to respond in 28 days; however, the aim in every case is to approve applications as soon as possible.

Approving Sustainable Drainage Systems

Since January 2019, specific types of developments need to receive Sustainable Drainage Systems (SUDS) consent. Before commencing the building work, a developer needs to consider how they will manage water on the site in order to ensure the quality of the water and reduce the risk of flooding in the future.

We are a SUDS approval body and we also offer pre-application advice to assist developers to meet the new requirements.

In 2020/21, and beyond, we will continue to develop plans in order to attract investments to mitigate against flood risks to the residents of Gwynedd and we will raise awareness of these risks throughout the county in an attempt to increase the resilience of our communities against the risks facing them.

Consultative Services



YGC design and manage projects relating to roads, structures, buildings, etc. in Gwynedd and across Wales. We create and maintain quality jobs that would not otherwise be available in the county, and as we attract fees for our work, we are contributing towards the costs of maintaining Gwynedd Council.

We provide various consultative services in the following fields:

- building and infrastructure
- water and environment
- technical, and
- business and project management

Financial Performance			
	2016/17	2017/18	2018/19
Turnover	£5.5m	£5.3m	£5.3m
Profit/Loss	+ £96.5k	+ £81k	+ £59k

As part of these services, we can undertake architectural, surveying, design, inspection and assessment, hydraulic modelling and geo-technical work, and much more.

This work plays an essential role in our ability to realise our statutory requirements in relation to flooding and coastal erosion. This is the case as our ability to attract fees for our consultation work enables us to build technical and scientific expertise within the Council and retain that expertise. In turn, this expertise provides a foundation for us to successfully attract grants by developing innovative and sustainable flood risk management work plans. Therefore, the consultation services are essential to allow us to protect the people of Gwynedd in light of the impact of climate change.

In 2020/21, we will be focusing on adding to our list of clients in order to increase the investment we attract, whilst also expanding the range of professional services that we can offer.

This Department's day-to-day work contributes towards the Gwynedd Well-being Objectives, ensuring that Gwynedd residents can:

Enjoy happy, healthy and safe lives

Live in quality homes within their communities

Benefit from the beauty of the county's natural environment



Corporate Support Department



Corporate Support Department



The Department reinforces the Council's ability to provide the best services to Gwynedd's residents through a combination of support, specialist and front-line services. This provides an opportunity for the remainder of the Council to focus on the other services that are provided directly to the public.

Customer Contact



Galw Gwynedd, from its centre in Penrhyndeudraeth, responds to telephone calls, e-mail messages and online service requests on behalf of Council services. Siop Gwynedd in Dolgellau, Pwllheli and Caernarfon operate as a combined one-stop-shop and reception for the same purpose, as well as operating as a first point of contact for the Tax and Benefits Services.

Answer phone calls, on average within 36 seconds



Galw Gwynedd receives approximately 200,000 telephone calls annually, and the Gwynedd Shops receive at least 20,000 visitors each year.

In future, we will:

- review and introduce new arrangements for the switchboard service to improve customer services
- restructure in order to ensure that the full range of services can be provided in each of the Customer Contact Centres
- develop the current use of web-chat and extend the support to online service users

Registration

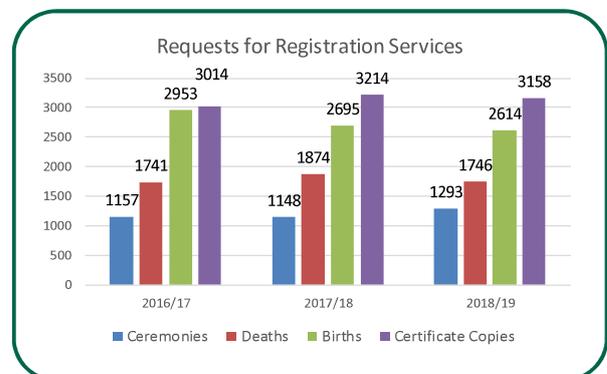


The Council provides a registration service from four locations across the county, including Ysbyty Gwynedd.

During the past year, 5,000 marriages, civic partnerships, births and deaths were registered and more than 3,000 requests for certificates were received.

In future, we will:

- review working arrangements across the service
- develop self-service for births, deaths and request for certificates appointments
- strengthen our service continuation plans.



Communication and Engagement



The Communication and Engagement Service facilitates a two-way dialogue with the residents of Gwynedd, staff and councillors.

This communication includes maintaining a proactive relationship with the media, maintaining the Council's website and social media accounts, publishing *Newyddion Gwynedd* and coordinating opportunities for Gwynedd's residents to give their views on the Council's work and maintain the Council's internal communication arrangements.

In future, we will:

- improve the procedure for identifying and prioritising the main messages and the main issues in order to ensure that Gwynedd's residents receive the information they require.
- undertake development and engagement work to establish whether the Council's website continues to meet the needs and identify any steps that will need to be taken in future.
- implement internal communication schemes in response to messages stemming from the Staff Survey.



Council Business Support



This Service coordinates arrangements for publishing the Council Plan, equality plan and performance reports in addition to providing executive support to the Corporate Management Team, advising on project arrangements and managing projects, service reviews and scrutiny investigations. We will assist the Council's services to give fair consideration to the equality and rights of each individual, consider the requirements of the Well-being of Future Generations Act and assist officers and councillors to challenge plans and working practices.

Another part of the Service's work is supporting the work of the *Public Services Board* where Gwynedd and Anglesey Councils, with the Health Board, Natural Resources Wales and the Fire and Rescue Service, collaborate closely in order to improve the well-being of residents in several fields

In future, we will:

- implement the work programme within the Equality Plan 2020-24 in order to ensure that equality is embedded in all the Council's work
- start the work of reviewing and updating the well-being assessments published for the 14 well-being areas in Gwynedd and Anglesey.

Ensuring Fairness for Everyone

Improvement Priority 3



In order to put the people of Gwynedd at the centre of everything we do, we must first identify any barriers that face some people when looking for, or receiving services from the Council. Although we have collected a lot of information over the years, we do not feel that we have heard from a wide enough range of people.

Therefore, our intention is to undertake a thorough investigation of the opinion of Gwynedd residents who have protected characteristics (as noted in the Equality Act 2010) about the services offered by the Council. We will do this not only by means of a paper and online questionnaire but also by meeting with a wide range of people and being creative in order to reach everyone.

This engagement will happen in 2020/21 as part of the Strategic Equality Plan 2020-24. We will create a further Action Plan based on the evidence we receive.

Research and Information



In order for all Council services to work successfully in accordance with the Ffordd Gwynedd principles, they need to understand the needs of their customers, to be able to measure whether or not they are delivering what's important to their customers, and to make decisions based on the evidence of the impact on the people of Gwynedd. To achieve this, gathering, recording and analysing information is vital. We are here to support the Council's services to do this.

As so much information is kept to provide Council services, including information about people, we need to ensure that the arrangements for creating, retaining, sharing and using this information are working correctly and that they comply with legislation.

In future, we will:

- collaborate with the Council Business Support Service to improve the evidence that is available for Council services regarding the nature and needs of local areas in Gwynedd
- develop the information and analyses that Council managers receive regarding their workforce and make this information more accessible
- make the most of the potential of the Council's new document and records management system (iGwynedd) and help services to develop things that facilitate ways of working and reduce unnecessary steps
- ensure that information retention and sharing arrangements and practices mean that the use of data is safe and complies with legislation at all times.



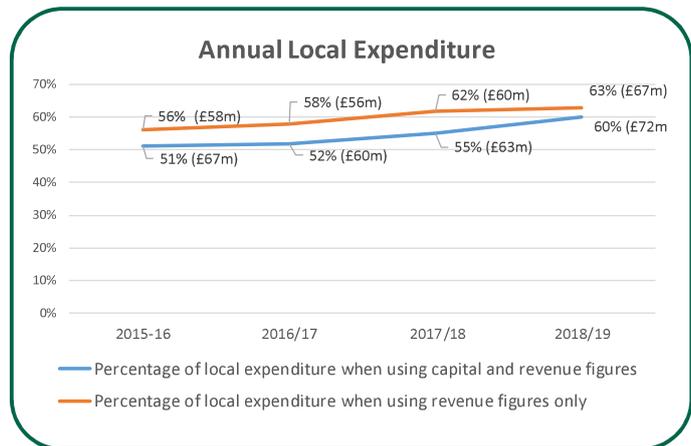
Procurement



The Council spends over £97m annually on procuring, or purchasing, various goods and services from revenue budgets. In 2018/19, the locally purchased goods and services was equivalent to £60m to the local economy.

In future, we will:

- strengthen and develop the procurement expertise within the Council and review what we are currently purchasing.
- adopt best practice in the field and introduce further schemes to support the market.
- develop our electronic purchasing systems in order to respond to new requirements.



Keeping the Benefit Local

Improvement Priority 1



The Council is responsible for buying a number of goods and services and is eager to try to ensure that local businesses can compete and win these contracts in order to ensure that as much of the Council's expenditure as possible remains local. In 2018/2019, we succeeded to increase the percentage of local expenditure to 63% compared with 62% the previous year. New arrangements were introduced to seek to purchase goods and services in more innovative and efficient ways and steps have been taken in order to facilitate the businesses' ability to compete for contracts.

In 2020/21, we will engage with local businesses in order to assess what would make procurement opportunities more attractive to them and what further support they need. We will also review our procurement arrangements in order to ensure that the balance between keeping the benefit local and getting value for money is appropriate.

Democracy and Language



The Democracy and Language Service is responsible for three specific fields, namely democracy, translation and language. We are responsible for undertaking the committees process and offer various support to the 75 councillors.



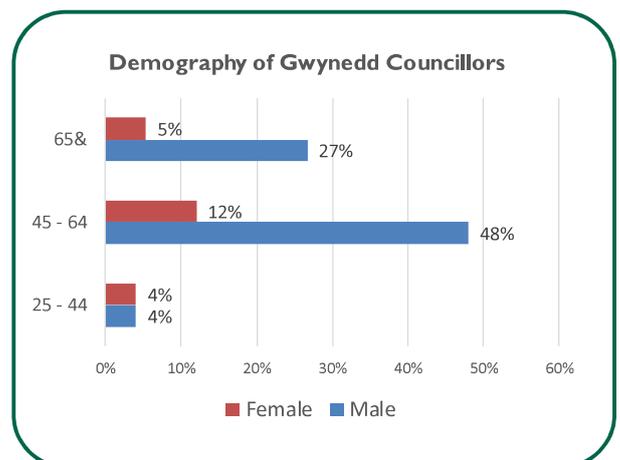
The Council's administrative language is Welsh; however, all the Council's services are available to the public in Welsh and English. Therefore, we promote and enable the use of the Welsh language in all our services. This is supported by the provision of written and oral translation services for staff, councillors and the county's residents.



The Council wishes to see a situation where Gwynedd continues to be a stronghold for the Welsh language, and that it is an everyday language that is heard and spoken naturally by children, young people and adults across the county.

In future, we will:

- develop regional scrutiny arrangements jointly with other authorities where relevant
- build on the existing remote attendance and committee web-casting arrangements in order to reduce carbon footprint and facilitate the work of councillors
- review how we promote the Welsh language in the community
- promote the use of the Welsh language in technology



The Welsh Language in Public Services

Improvement Priority 5



At present there is inconsistency in the provision of bilingual services by public bodies in Gwynedd which means that it is not always possible for residents to use the Welsh language naturally when communicating with public bodies.

Now that a work programme has been signed off, and as part of the Public Services Board's Welsh Language Sub-group, we will continue to work with the Adults, Health and Well-being Department, the Health Board and Anglesey Council in order to establish working arrangements in a bilingual setting for the Community Resource Teams by:

- establishing a workforce language skills baseline in each area
- create a developmental work programme to address the matters highlighted when identifying the baseline.

Gwynedd Businesses using the Welsh language

Improvement Priority 5



The Council has direct contact with Gwynedd businesses in order to promote the use of the Welsh language within the private sector. Hunaniaith officers as well as officers within the Economy and Community Department encourage businesses to increase the use of the language through their work in the communities.

We will work with external partners such as Welsh in Business and the Welsh Language Commissioner in order to promote the use of the Welsh language among Gwynedd Businesses. To do so, we will:

- develop robust arrangements to refer businesses to Welsh in Business if they require additional support to increase their use of the Welsh language
- hold campaigns to promote the Welsh language and Welsh events with Businesses
- trial new ways of promoting the Welsh language among businesses via the ARFOR cross-county project

Emergency Plans

The Council has a role in preparing plans for dealing with emergencies and to collaborate with the emergency services, agencies and volunteers when caring for the welfare of the public.

The provision of food and rest facilities, temporary accommodation and road safety are prominent examples of the specific responsibilities that the Council has in responding to emergencies.

The Emergency Planning Operation Group, which has representatives from all Departments, coordinates the arrangements to prepare for emergencies while a Strategic Group, under the guidance of the Corporate Director, keeps an overview and challenges those arrangements as and when necessary.

This is all supported by the Regional Emergency Planning Service which is contracted to provide specialist guidance in this field.

In future, we will:

- review and strengthen our service continuation arrangements and hold local exercises to ensure that we are able to respond effectively

Human Resources Advisory Service



The team of human resources advisers and officers are responsible for advising managers and school heads on a wide range of staff employment matters. This includes interpreting the employment conditions, equal opportunities issues, restructuring or service cuts, dealing with disciplinary matters and complaints, managing absences and workforce planning. The Service also leads on a programme which focuses on reviewing and developing the Council's employment conditions and has a central role in maintaining a constructive working relationship with the trade unions.

In future, we will:

- develop and implement the Service's business model, so that there is an increasing emphasis on giving advice and supporting managers to take ownership of day-to-day employment matters.
- implement a programme of reviewing and developing local employment conditions to reflect and support the way in which the Council wants its staff to work.
- advise departments as they plan the workforce and assist and support them to address future service continuation requirements.

Women in Leadership

Improvement Priority 3



The Council is firm that it adheres to equal pay, however the Council acknowledges that the number of women who have a managerial role within the Council is disproportionate with the split within the entire workforce i.e. 70% women 30% men.

The main purpose of this project, therefore, is to boost the number of women who apply for and attain senior positions within the Council by reviewing the employment conditions and environment to attract more women to undertake the work in future. We will implement the work programme which has been established by the Project Group following a consultation held within the Council during 2019/20. That programme includes introducing a programme to develop potential for women, carrying out an audit of our recruitment and appointment methods for managerial posts and creating a forum for female leaders and prospective leaders within the Council.

Support Service



The Support Service provides administrative support such as arranging appointments, ordering goods, printing, paying bills and distributing post for Council staff.

In 2018/19, the Service has focused on rationalising the administrative arrangements, reducing unnecessary paperwork, and enabling staff and managers to access service and information directly and promptly.

In future, we will:

- input recruitment and appointment arrangements, in an effort to reduce internal bureaucracy and to facilitate the task for individuals when applying for a post in the Council
- change the procedure of communication and administration from paper to electronic means.

Health, Safety and Well-being Advisory Service



The Service fulfils a statutory role of providing competent advice to the employer on health, safety and well-being matters. This includes advising on legal standards in safety, investigating accidents and other incidents, monitoring, examining and providing training programmes.

In addition to this, we support staff through periods of absences, provide advice to managers on the health of their staff and assess suitability to return to work following an injury or illness, screen the health of workers and carry out staff medical checks as well as plan and implement a programme to promote health and well-being.

In future, we will:

- mainstream mental health and well-being within the workforce, while raising awareness and empowering staff across the Council and promote a culture of sharing experiences and supporting individuals
- develop and implement a new business model for the Service in order to encourage ownership within the services of day-to-day health and safety matters within the Council and prioritise resources for the biggest risks.



Learning and Organisational Development



The Service provides relevant learning and development support, consults and responds to the needs of individuals and teams, helps to develop a beneficial working environment so that everyone gives their best, helps services to identify opportunities to improve and develops talent to fill gaps in the future.

Learning and Development programmes are provided for staff (on all levels) and Elected Members, which includes developing leadership. We are working with teams and officers to ensure that the service is relevant, to 'fill gaps' in the provision and tailor titles to meet their needs.

We promote and support individuals to take ownership of their own learning, and offer a range of learning methods that include the 'traditional' as well as innovative methods such as *coaching and mentoring*, learning through experience and using technology.

The objective of the organisational development work is to nurture behaviours and culture which create and maintain a working environment where staff are at their best to serve the people of Gwynedd. Giving staff a voice, and an opportunity to contribute their views and ideas is a crucial part of this while there is also focus on developing the future workforce through schemes such as *Identifying and Developing Talent*. An increasing range of benefits is offered which contributes to staff satisfaction and well-being.

Another important element is *Service Improvement* by responding positively to *Complaints*, and facilitating arrangements for Services to take ownership of, and learn from them.

In future, we will:

- contribute to a scheme to ensure that all Council staff have appropriate information technology skills in order to use self-service systems and take advantage of the e-learning provision.
- develop and extend the use of the Staff Development Module and encourage individuals to take ownership of their own learning.
- extend the Continuous Appraisal culture across the Council

Promote the use of the Welsh language within the Council's services

Improvement Priority 5



Gwynedd Council has been prominent in terms of ensuring that services are available through the medium of Welsh and ensuring that the Council's internal work happens through the medium of Welsh. Nevertheless, we acknowledge that we are in challenging times and that we need to work continually to push the boundaries to make sure that the services utilise every opportunity to promote the use of the Welsh language and to enable the public to use it in all contexts. To date, we have been successful in reviewing the language requirements of all posts and assess the linguistic ability of 40% of our officers against those requirements. This has all been supported by a language improvement and learning programme.

In 2020/21, we will focus on working with other Council services - especially front-line services - to complete the assessment and develop the skills of new and existing staff and to take up new opportunities to ensure that we offer a fully bilingual provision for all aspects of our services.

Empowering Units to Implement Ffordd Gwynedd

Improvement Priority 7



Establishing a consistent culture will not happen in isolation, and the purpose of this project is to lead service teams to reflect on their current working arrangements, to challenge whether they are putting the people of Gwynedd at the centre and whether there is room for improvement.

In doing so, we will ensure that every service unit within the Council places the people of Gwynedd at the centre of everything they do. This will also ensure that we consider alternative methods of implementation (including collaboration with others) and measure those ideas against a single yardstick – namely to what extent does it increase the benefit for the people of Gwynedd.

We have already created a development programme based on learning in the workplace and have held training on the Ffordd Gwynedd principles for Heads of Department, Senior Managers and the majority of Managers. Additionally, a number of service reviews have been undertaken, or are underway within the Council.

The original Ffordd Gwynedd Strategy published in October 2015 has now ended. The Ffordd Gwynedd Plan in its new form was approved during 2019/20. The Plan details the next steps to be taken in order to embed the culture and the way of working within the Council. The main focus of this work in the coming year will be to implement the objectives in the work programme, which includes workforce planning, customer contract, employment conditions and performance challenging as some of its main priorities.

Apprenticeships Scheme

Improvement Priority 1



Welsh Government has outlined its national vision to address the need to develop vital skills in Wales and the broader economy to identify the priority fields and how apprenticeships will be an integral part of fulfilling this.

The Council has already identified appropriate fields for establishing apprenticeships and has allocated funding to realise these schemes for the next two years.

We will be moving ahead to appoint more apprentices in priority fields during 2020/21 and will consider the practicality of continuing with the Scheme beyond the current commitment.

The Department's day to day work contributes towards the following Well-being Objectives by ensuring the people of Gwynedd:

Enjoy happy, healthy and safe lives

Earn a sufficient salary to be able to support themselves and their families

Live in a natural Welsh society



Finance (and Information Technology) Department



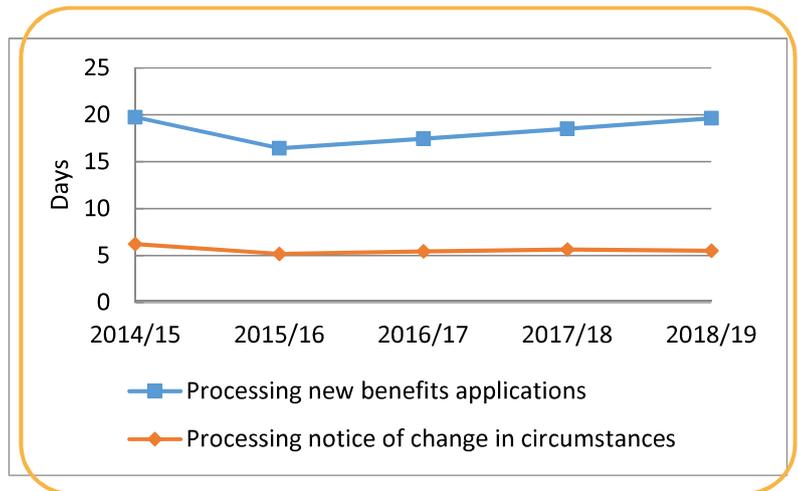
The Finance Department's intention is to contribute towards achieving the aim of attempting "the best for the people of Gwynedd during a difficult period" by:

- Ensuring the appropriate support to the Council's business operation and its services when managing, safeguarding and developing its financial position, in order to establish a sustainable community in an open, accountable and prominent manner.
- Ensuring professional supportive guidance and technology of a high standard that promotes the Council's basic values and encourages entrepreneurship.
- Providing front line services (such as collecting revenue and paying benefits) of a suitable quality to the customer, providing fairness to people and communities, and focusing on residents.

Benefits Service

We administrate benefit support to approximately 7,500 tenants to pay their rents, and to approximately 10,000 individuals, couples or families to pay their Council Tax bill, aiming to do this in a timely and accurate manner.

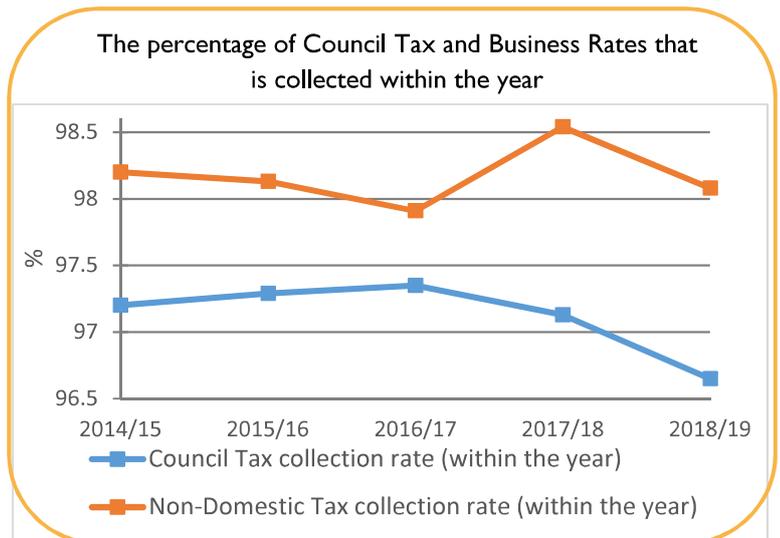
It can be seen from the graph that the number of days it takes us to pay has started to increase until 2019; however, efforts to reduce the number of days are starting to bear fruition, and we will attempt to reduce the number of days further in future.



In 2020/21, we will continue to train staff and business plan based on the expected number of transfers to Universal Credit. Jointly with other authorities, we will lobby the Government so that the level of demand for services from the Council will continue above the projections. Despite losing the funding available to offer personal budgeting support and digital support, it is expected that enquiries from the public will continue. On the whole, arrangements are going smoothly and therefore the likelihood of substantial decline in the service provided is now relatively low.

Taxation Service

Without Council Tax and Business Rates, the Council would not be able to provide its services. This service administrates and collects Council Tax for over 61,500 properties, and Business Rates (Non-domestic Rates) of approximately 7,500 business properties in the most timely and efficient manner as possible, including administrating the various available discounts, exemptions and release schemes.



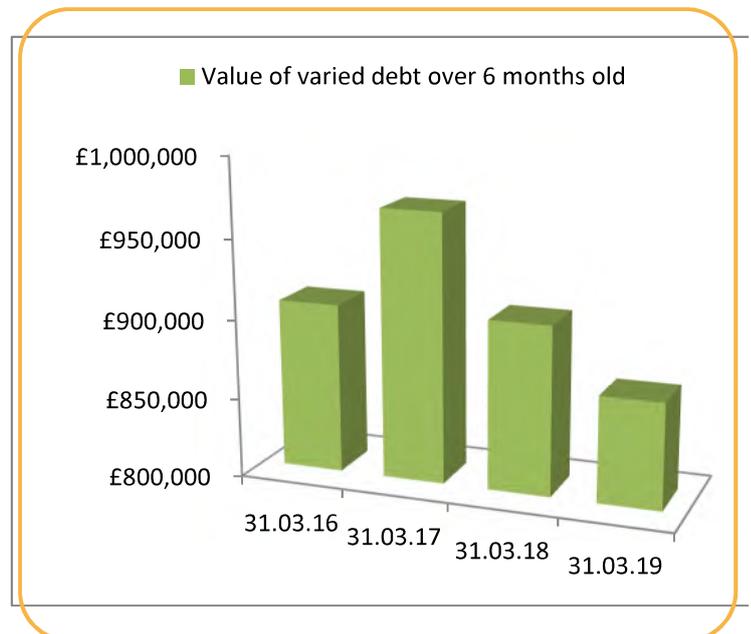
We fully understand that it is not easy for everyone to pay these taxes, and we attempt to be flexible (e.g. encourage payment arrangements and agreements) and sympathetic to the individuals' circumstances. We attempt to encourage individuals to ask for advice on personal financing and more extensive debt advice.

The transfer of holiday units from the Council Tax system to non-domestic rates remains a financial risk. In 2020/21, we will continue to respond pro-actively to influence Welsh Government, including pressing for a legislative change.

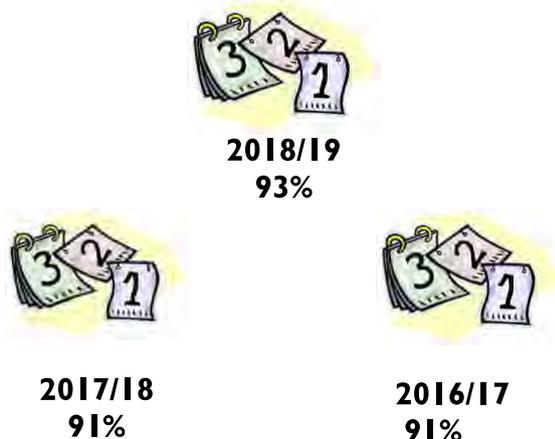
Income Service

The Council receives income (e.g. grants, payments for service) of all types, and the Income Service processes this income, collecting the Council's debts in a timely and efficient manner in order to make the most of the income. As a service, we consider the needs of the Council's departments and act sensitively to debtors' financial circumstances when carrying out our work.

We have identified the need to improve the recovery processes of some of the debts of the Adults, Health and Well-being Department, and we will collaborate with this Department in order to make the most of the indebted money that is collected and available to provide services.



% of invoices paid within 30 days



Payments Service

We are responsible for paying the Council and GwE's creditors in an accurate and timely manner. We pay over 105,000 invoices annually, with 93% of the invoices being paid within 30 days on average, aiming to prioritise paying local suppliers promptly.

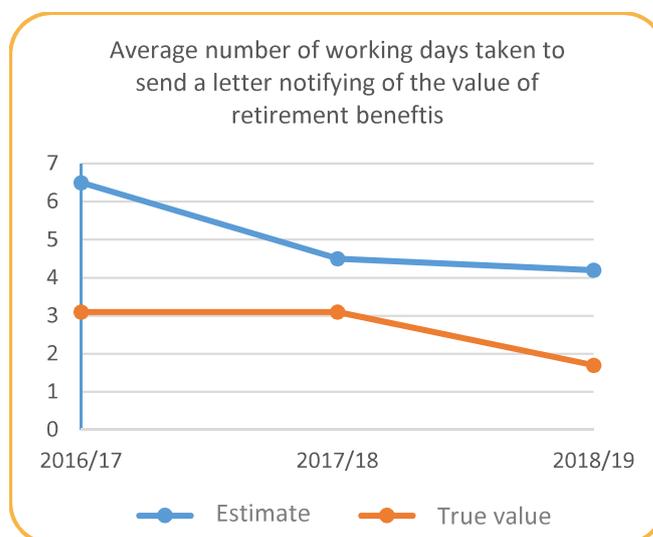
We will be moving to an e-invoices system in order to improve the service's efficiency. These arrangements will reduce the delay when paying and will enable us to have control over all invoices that reach the Council.

Payroll Service

There are over 7,200 different individuals working for the Council in order to enable it to serve on behalf of the people of Gwynedd, and the purpose of the Payroll Service is to ensure that they get paid accurately and in a timely manner. The service also keeps appropriate accounts in order to pay external bodies such as HMRC.

Pensions Service

The Pensions Service is responsible for administering the Local Government Pension Scheme (LGPS) on behalf of over 40 employers including Gwynedd Council, Anglesey County Council and Conwy County Borough Council. The fund has over 18,000 active members, 12,000 deferred members and 10,000 pensioners. The service's daily duties include establishing a record for new members, making changes to members' records, calculating deferred benefits, transferring pension rights in and out of the LGPS, and paying benefits after the retirement and death of the scheme's members.



In 2020/21, we will improve our self-service provision for members and will be working with our employers to ensure that we receive the salary/contribution details of members every month.

Investment and Treasury Management Service

Within this service, we invest the Council's money in order to gain interest to contribute towards funding services. We also manage the Pension Fund's investments in order to ensure the ability to pay pensions now and in future. In addition to this, we are responsible for making decisions on long-term loans.

The Unit's aim is to keep money safe, gain interest and ensure that funding is available to pay for daily expenditure.

During 2018/19, the Council's borrowing activity remained within the constraints originally set. £307,000 was the total interest and dividends received on investments, which is higher than the £130,000 included in the budget. No banks the Council had used for investments had failed to pay.

Local government pension funds in Wales work by pooling investments in order to get the greatest benefit of joint-investing.

Finance and Accounting Service (including devolved units)

We provide a finance and accounting service, and help and support services to be effective and efficient. The service:

- Regularly monitors and reports on the Council's financial performance.
- Provides financial support with a gross budget of over £418 million
- Is responsible for producing final accounts for the accounts of Gwynedd Council, two joint-committees, the Harbour and the North Wales Economic Ambition Board
- Assists the departments to realise over £52.2 million of savings and cuts since 2010/11, which is 93.6% of the savings target, with a slight slippage on the rest. The work of supporting the savings system is ongoing.



Success in staying within the budget

The Auditor General for Wales has published an unconditional audit report on the 2018/19 financial statements, namely that the accounts had been appropriately prepared and provide an accurate and fair picture of the financial situation.

We will provide more financial advice to all of the Council's budget holders, as well as "business" advice to departments.

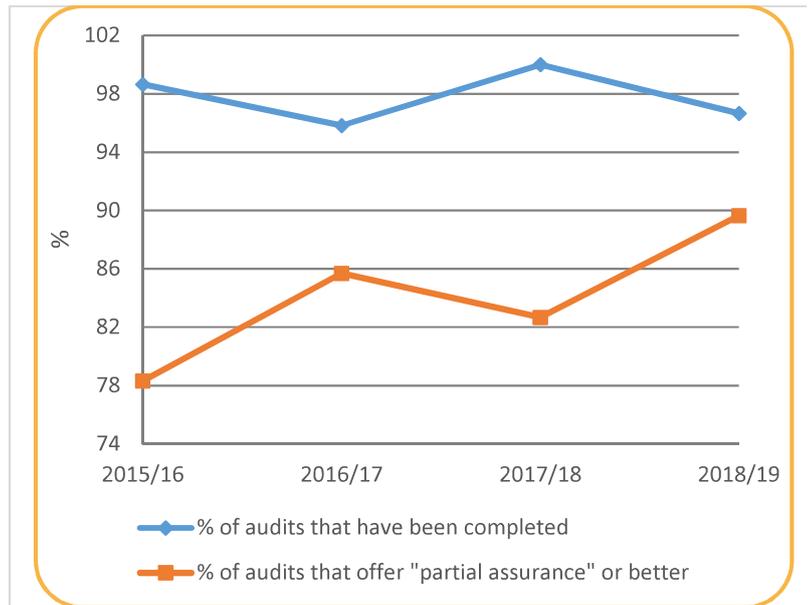
The money the Council receives from Welsh Government is insufficient to pay for the key services provided by the Council. Therefore, in order to ensure a balanced budget, we will also continue to realise the savings that have already been approved, and will also ensure that we plan to identify and select the savings required in order to respond to the financial challenge facing the Council in the future.

Internal Audit Service

We review the Council's governance and administrative arrangements in order to give confidence to the authority and the citizen that these arrangements are robust. We report independently and objectively to the Head of Finance Department and the Audit and Governance Committee.

For 2018/19, a new system of placing Internal Audit reports in one of four general assurance categories was introduced. The initial feedback has been very positive.

A system of developing "agreed actions" was completed, namely a contract between us and managers across the Council on how to improve management and reduce risks.



Risk and Insurance Service

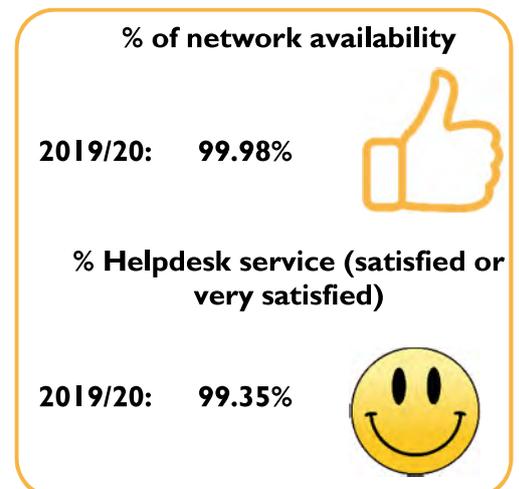
All Council departments need to assess the threats and opportunities that could face them when providing their services, and prioritise their activities based on the assessment. The role of the Risk and Insurance Service is to advise and support the departments in doing so. We also protect the interests of ratepayers by ensuring appropriate insurance arrangements and dealing with around 250 claims per year.

Work still needs to be done to ensure that all Council departments maintain the system of recording their main risks and are regularly reviewed. The Risk and Insurance Service will support all departments to ensure that the use made of the Corporate Risk Register is consistent across the Council, and that risks are updated continuously. In parallel, the procedure of considering the contents of risk registers when monitoring the performance of departments, will develop further.

Information Technology Service

We implement the Council's Information Technology Strategy in order to help the people of Gwynedd to gain easy access to the Council's information and services, and for staff to work efficiently.

The face of the service is the Support Service and the Helpdesk, which supports 2,350 users and completes approximately 20,000 requests for information, including providing 450 new computers annually, and 1,780 mobile phones and tablet computers.



The Information Technology Strategy ensures that our technology services are presented on firm foundations that are supported by the *Infrastructure, Telephone and Network Service*, spreading to 250 buildings, 1,400 wireless access points and 2,700 phone connections, and support all systems in our data centres on 440 servers and over 1,000TB of storage. Serious problems were encountered in the data centre

in July 2018 and a substantial work programme was put together to improve resilience and an investment was made in a new ventilation system to remove issues of damp in the main data centre in the Headquarters and introduce new servers and storage area in the main data centre and at the data centre in Penrhyndeudraeth. The two data centres are connected with a fast fibre connection and we will see further improvements introduced early in 2020 to strengthen the resilience of our system.

The Gwynedd Schools Digital Strategy has been prepared, with the technical work to be introduced now in progress and we will introduce a new Corporate Digital Strategy in 2020/21, thus transforming our services further.

The *Geographical Development and Information Service Unit* provides around 160 systems that have been developed around the user's bespoke needs, including systems that are used by the departments to serve the public, direct interfaces for the public and self-service for staff.

The *Programme Management and Innovation Unit* provides support to the departments to meet their IT needs, including ordering IT equipment and materials, implementing and monitoring contracts and analysing needs.

During 2020/21, we will carry out other exercises to strengthen the resilience of our provision and the increasing demand to support services 24/7, introduce substantial improvements within our schools and put the new Digital Strategy into practice.



Legal Services



Legal Services



The department supports the Council's ability to provide the best services to Gwynedd's residents through a combination of support and front-line services.

LEGAL

The Legal Service provides legal support across all of the Council's range of work from child protection and prosecution to the preparation of traffic orders and land and property proceedings.

As well as being available to deal with daily enquiries, the team deals with approximately 900 cases and proceedings annually, on average. We also support the Council's main projects such as establishing Cwmni Byw'n Iach, the Domiciliary Care Review and the Housing Strategy.

2018/19 Indicators

Percentage of customer satisfaction questionnaires scoring 10/10



PROPRIETY

The Legal Service supports the Standards Committee and the Monitoring Officer to implement their responsibilities for the propriety of the Council's method of action, the Constitution and complaints as well as the ethical framework for members of the Council and Town and Community Councils.

We continue to support Gwynedd Council's propriety system along with the ethical system for the County's Town and Community Councils. Monitoring Officer function and legal support services are also provided to collaboration projects such as GwE, the Joint Local Development Plan Joint-committee and the North Wales Economic Ambition Board.

ELECTIONS

The Legal Service also provides support to the Returning Officer and the Electoral Registration Officer.

The team is responsible for the administration of the electoral register and supports local and national elections and by-elections, referenda or polls within the county.

Projects

In supporting the statutory duty of the Electoral Registration Officer to promote registration, we are continuing with a project to promote and increase the efficiency of Electoral Registration processes.

Our priorities for 2020/21 will be:

- Responding to the changes which are coming into force in the Annual Canvass procedure for 2020
- Extending and amending voting rights, specifically for electors aged between 16 and 18, as a result of the Senedd and Elections (Wales) Bill 2019 and the Local Government and Elections (Wales) Bill 2019.

CORONER

The Legal Service provides support to the Coroner's Service for north-west Wales.

We support and administrate Coroner arrangements for north-west Wales. The Team has been established within the Council and is receiving direct support within the Department by now.

FINANCIAL INFORMATION

Financial information will be included in the Plan submitted to the Council meeting on 5 March 2020.

Equality Impact Assessment

1 Details

1.1 What is the name of the Plan in question?

Gwynedd Council Plan 2018-23 – *2020/21 Review*

1.2 What is the purpose of the Plan that is being created or changed? What changes are being considered?

The purpose of the Gwynedd Council Plan is to identify priorities and key fields to implement between 2018 and 2023. The original version of the Plan was adopted by the Council in its meeting on 8 March 2018

The Plan is annually reviewed and re-published with any necessary adaptations. These are the changes made in the *2020/21 Review* –

This version of the Plan, the *2020/21 Review*, replaces the current version and the main modifications made to the scheme following the review are listed below

In response to the decision of the full Council at its meeting on 7 March 2019 that everything possible should be done to ensure that the county remains a vibrant, viable and sustainable home for our children and our children's children for generations to come a new improvement priority has been added:

- **Respond to the Climate Change Emergency**

The following projects have either been completed or transferred to become part of the day to day work during 2019/20:

- **Strengthening Leadership**
- **Berwyn Catchment Area, Y Bala**
- **Supporting Families Strategy**
- **Increase the Benefits from Major Events**
- **Leadership Development**

The following projects have been added:

- **Climate Change Action Plan**

- **Meirionnydd Collaboration**
- **Ensuring Fairness for Everyone**

In addition, the following projects have changed:

- **Secondary Sector Language Strategy** has changed its title to **Promoting the Use of Welsh by Children and Young People**

Initial Equality Impact Assessment of two of these new projects are appended but it was decided that it was premature to embark on an assessment of the Climate Change Action Plan.

In addition, the following projects have changed:

- **Secondary Schools Language Strategy** has changed its title to **Promoting the Use of Welsh by Children and Young People**

This Equality Impact Assessment looks at the Plan in its entirety. Every individual plan is expected to be Assessed separately either on the project in its entirety or on specific parts. It is the duty of the person who is responsible for the individual plan to carry out this Assessment(s).

1.3 Who is responsible for this assessment?

Dewi Jones, The Council's Business Support Service Manager.

1.4 When did you begin the assessment? What version is this?

27 June 2017, version relating to the engagement
 13 December 2017, version 2, full assessment of the Plan.
 4 February 2019 – version 3, full assessment of the review 2019-20

This is version 4 – 31 January 2020, full assessment of the review 2020-21

2) Implementation

2.1 Who are the partners that you will have to work with to carry out this assessment?

Members, service users, Gwynedd residents, partners on Gwynedd and Anglesey Public Services Board.

2.2. What steps have you taken to engage with people with equality characters?

A 6 week consultation during the winter of 2017/18 to present and explain the draft priorities to the public, partners and local organisations and raise awareness of the opportunity for them to participate in the exercise by completing a short on-line questionnaire on www.gwynedd.llyw.cymru/consultation. Paper copies were also be available in local libraries and Siop Gwynedd.

We encouraged as many Gwynedd residents as possible to complete and return the questionnaire by using the Council's website, the local press, disseminating the message through our partners, social media and Rhaeadr, the elected members' e-newsletter.

We contacted as many as possible of interested groups and groups representing or working with people and/children with equality characteristics to notify them of the engagement and to ask them to notify their users of the questionnaire.

2.3 What was the result of the engagement?

197 questionnaires were received.

The respondents were asked to answer questions about their equality characteristics (optional) and the information gathered was as follows:

1) Completed the questionnaire as....

- Individual - 159
- Organisation or business - 5
- No answer - 33

2) Gender

- Male - 84
- Female - 65
- Prefer not to say - 9
- No response - 39

3) Age group

- 18-29 - 8
- 30-39 - 23

- 40-49 - 29
- 50-59 - 34
- 60-69 - 31
- 70 or older - 25
- Prefer not to say - 9
- No answer - 38

4) National identity

- Welsh - 77
- English - 22
- British - 46
- Other - 9
- I prefer not to say - 8
- No response - 35

5) Ethnic Origin

- White - 141
- Mixed / several ethnic groups - 4
- Black / African / Caribbean - 1
- I prefer not to say - 11
- Other - 3
- No response - 37

6) Do you consider yourself as a disabled person?

- Yes - 15
- No - 129
- I prefer not to say - 15
- No answer - 38

7) Religion

- Christian (every denomination) - 72
- Hindu - 2
- No religion - 52
- Atheist - 5
- Jehovah's Witness - 1
- Humanist - 1
- Vasinava – 1
- Wicca - 1
- Other - 7
- I prefer not to say - 17
- No answer - 38

8) Sexual Orientation

- Heterosexual / Straight - 127

- Gay man - 1
- Bisexual - 1
- Other - 8
- I prefer not to say - 20
- No answer - 40

9) Gender at birth

- Male - 79
- Female - 61
- Intersexual - 1
- I prefer not to say - 15
- No response - 41

10) The way you think about yourself

- Male - 77
- Female - 59
- Other - 8
- I prefer not to say - 13
- No answer - 40

It was not possible to identify a trend in the responses of any of the equality characteristics

All individual projects should engage with Gwynedd residents as necessary.

2.4 What other information informed the way you operate?

As part of the process of drawing up the Council's Plan for 2018-23, a series of eight area meetings were held during July in order to give local members an opportunity to highlight any issues requiring attention in those areas. In addition, members of the Scrutiny Committees identified matters that they believed should be included within the Council Plan in the future.

Four further workshop sessions were held with members in September in Caernarfon, Penrhyndeudraeth, Dolgellau and Pwllheli. The purpose of these workshops was to give them an opportunity to identify the county priorities to be included within the Council's Plan and make further observations on the priorities identified per area.

Any new project is expected to have robust evidence to support its creation. When planning any new project the impact on the people of Gwynedd should be measured, and a specific equality impact assessment produced as necessary (see 1.2).

2.5 Are there any gaps in our evidence that need to be gathered?

This would be recognised in the individual project's assessment

3) Identifying the Impact

3.1 What impact will the new Plan have on people with equality characteristics? The Council must give due regard to the impact any changes will have on people with equality characteristics.

Characteristics	What type of impact?	In what way? What is the evidence?
Race (including nationality)	None identified	There are no individual plans that involve this characteristic. The Equality Impact Assessments on the individual plans will need to identify any issues to consider.
The Welsh language	Positive	<p>This is a priority field therefore it is expected to have a positive impact on the Welsh language. Each individual plan is expected to look at the impact on the Welsh language when carrying out a separate Equality Impact Assessment.</p> <p>In relation to the prioritising the Welsh language specifically in the consultation, 18 of the comments supported the need to prioritise the Welsh language and 14 said that no money should be spent on the language.</p> <p>A number of comments were made about the use of the Welsh language in the community and outside the classroom with many mentioning organisations such as the Young Farmers' Club due to the proposal to reorganise the Youth Service.</p> <p>The following needs were also identified - for the Council to help the private sector to offer Welsh language provision, more bilingual signs and to ensure jobs or suitable housing to retain young people in the area. One believed that the Welsh language is a skill to attract jobs to the area.</p> <p>There was concern that prioritising the Welsh language alienated non-Welsh speakers and tourists.</p>

		<p>There was concern also about costs, with a number believing that there was no need for correspondence to be bilingual, rather it should be in the recipients' chosen language and there is no need for simultaneous translation if everyone is able to speak English. It was noted that the Council's staffing policy could alienate non-Welsh people and the Council could lose out on more able/experienced staff. It was believed that this was most likely in fields such as care. It was suggested that there should be an opportunity to learn Welsh 'on the job' and also the Council should encourage, and not force staff to speak the language.</p> <p>One person called for the correspondence from schools to be bilingual rather than in Welsh only.</p> <p>According to the respondents, the most important things about Welsh language lessons were their cost, their convenience (transport etc.) and their suitability.</p> <p>A number of comments were received about the Welsh language when discussing matters related to children, young people and families also. Most of those comments were against preferential treatment of the Welsh language. There is concern that it would affect standards of education and staff recruitment and also about the cost. It was said that teachers should be allowed to develop language skills whilst in post. On the other hand, comments were received about the need to develop materials e.g. apps, and provide free Welsh language lessons.</p> <p>Although not referring to the Welsh language specifically, there are a number of comments relating to the need for affordable housing and housing for local people.</p> <p>The need to use clear Welsh when communicating with the public was noted, especially education reports. The need for to improve the standard of the language in correspondence etc. was also noted and the need to check it before sending it. The respondents accepted that the errors occurred because Welsh was the natural language.</p>
Disability	Positive	Care is a priority therefore it is expected to have a positive impact. Each individual plan is expected to

		<p>look at the impact on disability when carrying out a separate Equality Impact Assessment.</p> <p>The responses to the engagement shows great support for the care workforce with many wanting them to have a pay increase, better working conditions, more training and the opportunity to move on in their career. There was concern about turnover in the workforce. There is also a demand for improving standards within care homes and to attract more young people into the field.</p> <p>Another strong message is the need to carry out preventative work to ensure that people do not need health care and to learn from good practice in other areas. There was strong support for facilities such as libraries and leisure centres to be used as resources for this and that cuts in these fields would be a "false economy". The need for transport was also emphasised.</p> <p>Also, the need for the Council to collaborate more, internally and with external organisations such as health and the third sector, is a strong message from those who have responded to the consultation. Support should also be given to communities and facilities such as health care and additional care homes provided in the countryside as well as the big towns.</p> <p>The misuse of parking spaces for disabled people was identified. Two people were in favour of disabled people paying for parking, one of them a disabled person. One disabled person said that cars parked on the pavement were a problem for him.</p> <p>The need for a variety of housing has been identified including accessible ones.</p> <p>Two people were concerned that they did not reach the criteria for care despite being disabled.</p> <p>It was noted that disabled people and people with health conditions are in greater need of public toilets.</p> <p>A number from Meirionnydd believed that the quality of care was not consistent across the county and one person asked for a centre for people with</p>
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		Alzheimer's in the region and another noted concern about failing to have care through the medium of Welsh there. One disabled person noted that it was not possible to get cleaners in Meirionnydd. He received a list from the Council but there was no one on it from his area. He believed that this was because of the need to speak Welsh. He was concerned because of its effect on health needs.
Gender	Positive	There is one specific individual plan in this field namely " Women in Leadership " therefore a positive impact is expected here. Nevertheless it is not possible to identify the impact of the Plan in its entirety without completing impact assessments on the other individual plans.
Age	Positive	<p>Age is prioritised in a number of fields therefore it is expected to have a positive impact on the field of children, young people and older people.</p> <p>Each individual plan is expected to look at the impact on different ages when carrying out a separate Equality Impact Assessment.</p> <p>The consultation demonstrated support for work in the field of Children, Young People and Families, especially early support and intervention, strengthening education and providing young people with training to enable them to get jobs. There was concern that the emphasis on the Welsh language affected recruitment and the quality of education within the schools. The importance of Additional Learning Needs provision was noted. Several expressed that they did not wish to see cuts in the field of children's care. One person said that it was important to support young people after they left care.</p> <p>There is concern that we are losing talented young people. Seasonal tourist jobs do not keep young people in the area. The lack of hope and aspiration is a problem for young people in Meirionnydd according to one person. Young people need work to pay for housing.</p> <p>The Council recognises that there will be a change in demography with an ageing population. The response to the engagement shows that people are concerned about future provision e.g. care homes,</p>

		<p>because of these changes. There is demand for people to be able to live independently in their communities and to support those communities to reduce the need for care. One respondent wants apprenticeships for older people not just young people and another notes the fact that older people need to park in spaces nearer to the town centre.</p> <p>There is also demand for nurturing a good relationship between the generations, with the Hen Blant Bach television programme being mentioned. One person proposed that lonely older people should be paired with homeless young people.</p> <p>It was identified that cars parking on the pavement is a problem for older people and families with young children in prams.</p> <p>A cohort of people who do not necessarily receive much attention when preparing Equality Impact Assessments are working age people, however the Equality Act 2010 protects the rights of people of all ages. The comments about jobs etc. apply to this age. There was strong support to creating and retaining jobs in Gwynedd and improving the infrastructure to achieve this. There were also messages about improving residents' skills, attracting big companies, not being too reliant on tourism and supporting developments outside the county. The lack of public transport at the right time could also create problems for people who want to work.</p> <p>The need for a greater variety of housing has been identified with the needs of young people and older people being highlighted. Nevertheless, we should not forget the needs of people of other ages, with the demand for affordable housing and housing for local people. There were also comments about housing being close to work opportunities and public transport links, having less stringent planning regulations in the countryside, looking at empty housing and the need for social housing. One person felt that the problem was that the homes were not available in the right places for young families (i.e. in towns close to schools and shops).</p> <p>A number of people identified the importance of libraries and leisure centres for children, young people and older people for socialising, health and</p>
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		<p>somewhere to go, away from the streets. The need for provision for young people was also noted e.g. youth clubs, Young Farmers' Club.</p>
Sexual orientation	None identified	<p>There are no individual plans that involve this characteristic. The Equality Impact Assessments on the individual plans will need to identify any issues to consider.</p>
Religion or belief (or lack of belief)	None identified	<p>There are no individual plans that involve this characteristic. The Equality Impact Assessments on the individual plans will need to identify any issues to consider.</p> <p>One person said that there was no room for religion within education.</p>
Gender reassignment	None identified	<p>There are no individual plans that involve this characteristic. The Equality Impact Assessments on the individual plans will need to identify any issues to consider.</p>
Pregnancy and maternity	None identified	<p>There are no individual plans that involve this characteristic. The Equality Impact Assessments on the individual plans will need to identify any issues to consider.</p>
Marriage and civil partnership	None identified	<p>There are no individual plans that involve this characteristic. The Equality Impact Assessments on the individual plans will need to identify any issues to consider.</p>

3.2 Does the Plan answer these General Duties? The Council must give due regard to these duties.

General Duties of the Equality Act	Does the policy have an impact?	In what way? What is the evidence?
Remove illegal discrimination, harassment and victimisation	Yes	<p>The priorities and the individual plans should have a positive impact on the duty. The Equality Impact Assessments on the individual plans will need to identify any matters to consider.</p>

Promoting equal opportunities	Yes	The priorities and the individual plans should have a positive impact on the duty. The Equality Impact Assessments on the individual plans will need to identify any issues to consider. As one respondent noted, it is important to remember the equality features of individuals when providing services, especially in the care field.
Encouraging good relationships	Yes	The priorities and the individual plans should have a positive impact on the duty. The Equality Impact Assessments on the individual plans will need to identify any issues to consider.

4) Analysing the results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the equality characteristics or the General Duties and what is the reason for this?

It appears that the priorities should have a significant, positive impact on at least some of the equality characteristics. Every individual equality impact assessment looks at the effect in more detail.

4.2 Is the Plan therefore likely to have a substantial, negative impact on any of the equality characteristics or General Duties and what is the reason for this?

No substantial, negative impact have been identified with the Plan as a whole but will only be able to ascertain the full impact once the assessment on the individual plans are completed. Every individual equality impact assessment looks at the effect in more detail.

4.3 What should be done?

Select one of the following:

Continue with the plan as it is robust	X
Adapt the plan to remove any barriers	
Suspend and abolish the plan as the detrimental impacts are too large	
Continue with the plan as any detrimental impact can be justified	

4.4 What steps will you take to reduce or mitigate any negative impacts?

The individual assessments will recognise any negative impacts and the steps needed to mitigate them.

4.5 If you do not take further action to remove or reduce negative impacts, explain why here.

Not applicable to the Plan as a whole.

5) Monitoring

5.1 What steps will you take to monitor the impact and effectiveness of the plan (action plan)?

The Council's departments are responsible for implementing the individual plans within the Council's scheme. The Council's performance challenge procedures, where the Cabinet member and members of scrutiny committees challenge the growth and development of the work being carried out on the plan, is ongoing year long work. The reports on these performance challenge meetings are published as part of the Cabinet meeting papers.

If there is a need to change the content or direction of any individual project then the Equality impact Assessment for the project will need to be revisited. This document is also being presented to Cabinet and the Council for scrutiny and will be reviewed annually.

Equality Impact Assessment

The Council is required (under Equality Act 2010) to consider the impact of a change in any policy or procedure (or the creation of a new one) on people with protected equality characteristics. The Council also has additional general duties set out in part 2b. A timely equality impact assessment must therefore be made before making a decision on any relevant change (i.e. one that affects people with a specific protected characteristic).

1 Details

1.1 What is the name of the policy / service in question?

Meirionnydd Secondary Schools Project

1.2 What is the purpose of the policy / service that is being created or changed? What changes are being considered?

The Meirionnydd secondary schools project aims to ensure that the quality of education in the area is consistently good and sustainable for the future.

1.3 Who is responsible for this assessment?

Garem Jackson, Head of Education

1.4 When did you begin the assessment? What version is this?

Version 1 – 4 February 2020

2) Implementation

2.1 Who are the partners that you will have to work with to carry out this assessment?

As the project develops, it is envisaged that the assessment will require working with the headteachers and governors of Meirionnydd secondary schools. Depending on the direction of the project, there may also be a need to work with all relevant stakeholders

2.2. What steps have you taken to engage with people with protected characters?

None – premature at this point in the project

2.3 What was the result of the engagement?

Not applicable – see above

2.4 What other information informed the way you operate?

A series of sessions were held with the secondary headteachers of Meirionnydd between June and September 2019 in order to discuss the current situation and the challenges faced by the secondary schools. The initial views of the headteachers were subsequently collated by means of a questionnaire at the start of the autumn term.

2.5 Are there any gaps in evidence that need to be gathered?

Not at this point

3) Identifying the Impact

- 3.1 The Council must give due regard to the impact any changes will have on people with equality characteristics. What impact will the new policy/service or the proposed changes have on these characteristics? You are welcome to add further characteristics if you wish.**

Characteristics	What type of impact?*	In what way? What is the evidence?
Race (including nationality)	None	It is premature to recognise the effect at this point
The Welsh language	None	It is premature to recognise the effect at this point
Disability	None	It is premature to recognise the effect at this point
Gender	None	It is premature to recognise the effect at this point
Age	None	It is premature to recognise the effect at this point
Sexual orientation	None	It is premature to recognise the effect at this point
Religion or belief (or lack of belief)	None	It is premature to recognise the effect at this point
Gender reassignment	None	It is premature to recognise the effect at this point
Pregnancy and maternity	None	It is premature to recognise the effect at this point
Marriage and civil partnership	None	No effect has been recognised at this point

* delete as appropriate

- 3.2 It is the Council's duty, under the Equality Act 2010, to contribute positively to a fairer community by promoting equality and good relationships in their activities in the areas of age, gender, sexual orientation, religion, race, transgender, disability and pregnancy and maternity. The Council must give due regard to the way any change affects these duties.**

General Duties of the Equality Act	Does the policy have an impact?*	In what way? What is the evidence?

Remove illegal discrimination, harassment and victimisation	No	It is premature to recognise the effect at this point
Promoting equal opportunities	No	It is premature to recognise the effect at this point
Encouraging good relationships	No	It is premature to recognise the effect at this point

* delete as appropriate

4) Analysing the results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the equality characteristics or the General Duties and what is the reason for this?

It is premature to assess the equality impact or the general duty

4.2 Is the Plan therefore likely to have a substantial, negative impact on any of the equality characteristics or General Duties and what is the reason for this?

It is premature to assess the equality impact or the general duty

4.3 What should be done?

Select one of the following:

Continue with the plan as it is robust	
Adapt the plan to remove any barriers	
Suspend and abolish the plan as the detrimental impacts are too large	
Continue with the plan as any detrimental impact can be justified	

4.4 If continuing with the plan, what steps will you take to reduce or mitigate any negative impacts?

Not applicable

4.5 If you do not take further action to remove or reduce negative impacts, explain why here.

Not applicable

5) Monitoring

5.1 What steps will you take to monitor the impact and effectiveness of the plan (action plan)?

This assessment will be updated regularly as the project develops.

Equality Impact Assessment

See the leaflet *How to Make an Equality Impact Assessment* for help to complete this form. You are also welcome to contact Delyth Williams, Policy and Equality Officer on ext. 32708, or DelythGadlysWilliams@gwynedd.llyw.cymru, for further assistance.

The Council is required (under the Equality Act 2010) to consider the impact any changes in any policy or procedures (or the creation of a new policy or procedure) will have on people with protected equality characteristics. The Council also has additional general duties to ensure fairness and to foster good relationships. Therefore, a timely Equality Impact Assessment should be made before any decision is taken on any relevant change (i.e. that affects people with protected equality characteristics).

1 Details

1.1. What is the name of the policy / service in question?

Ensuring Fairness for Everyone

1.2 What is the purpose of the policy/service that is being created or amended? What changes are being considered?

In order to put the people of Gwynedd at the centre of everything we do, we must first identify any barriers that face some people when looking for, or receiving services from the Council. Although we have collected a lot of information over the years, we do not feel that we have heard from a wide enough range of people.

Therefore, our intention is to undertake a thorough investigation of the opinion of Gwynedd residents who have protected characteristics (as noted in the Equality Act 2010) about the services offered by the Council. We will do this not only by means of a paper and on-line questionnaire but also by meeting with a wide range of people and using creative methods in order to reach everyone.

1.3 Who is responsible for this assessment?

Delyth Williams, Policy and Equality Officer

1.4 When did you commence the assessment? Which version is this?

28 January 2020, version 1

2) Action**2.1 Who are the partners it will be necessary to work with to undertake this assessment?**

Gwynedd Residents
 Equality Core Group
 Groups with protected characteristics
 The Cabinet
 Elected Members
 The Council's Staff

2.2. What steps have you taken to engage with people with protected characteristics?

The Strategic Equality Plan has been created in collaboration with the Equality Core Group and by using information from the 'Which Services are Important to You?' questionnaire.

2.3 What was the outcome of the engagement?

A number of operational matters were raised from conversations with the Equality Core Group (see Assessment of the Strategic Equality Plan for further details). It was resolved that this demonstrated the need to examine our way of working and to ensure that we place equality at the centre of everything we do. An important part of this is having sufficient information about any barriers that Gwynedd residents are facing when dealing with the Council.

2.4 What other evidence do you use as grounds for taking action?

We operate in accordance with the Equality Act 2010 which notes the importance of ascertaining the opinion of various individuals. We also operate in accordance with the Well-being of Future Generations Act.

The Council's way of working, Ffordd Gwynedd, puts the people of Gwynedd at the centre of everything we do. In order to do this, gathering the opinion of the public is fundamental in order to suitably provide for all Gwynedd residents.

2.5 Are there any gaps in the evidence that needs to be collected?

There are no gaps in the information we need to make the decision to engage. We will develop this assessment as we prepare for the work and we will monitor it regularly.

3) Identifying the Impact

3.1 The Council must give due attention to the impact any changes will have on people with the following protected equality characteristics. What impact will the new policy/service or the changes in the policy or service have on people with equality characteristics? You are welcome to add other characteristics if you wish.

Characteristics	What type of impact? *	In what way? What is the evidence?
Race (including nationality)	Positive	The purpose of collecting the information is to improve our service for people with every characteristic, namely all Gwynedd residents. By making preparations to engage, we will consider everyone's needs by means of an equality impact assessment and act as necessary in order to ensure that we
The Welsh language	Positive	
Disability	Positive	
Gender	Positive	
Age	Positive	
Sexual orientation	Positive	
Religion or belief (or non-belief)	Positive	

Gender reassignment	Positive	include as many people as possible.
Pregnancy and maternity	Positive	
Marriage and civil partnership	Positive	

3.2 The Council has a duty under the Equality Act 2010 to contribute positively to a fairer society through advancing equality and good relations in its activities in the fields of age, gender, sexual orientation, religion, race, transgender, disability and pregnancy and maternity. The Council must give due attention to the way any change affects these duties.

General Duties of the Equality Act	Does it have an impact?*	In what way? What is the evidence?
Abolishing illegal discrimination, harassment and victimisation	Yes	<p>The consultation will include as many people as possible in order to collect information, including Council staff. Methods used should ensure that no discrimination takes place and we will certainly protect those who participate from any harassment or victimisation.</p> <p>We will use the information gathered to identify whether or not there is any discrimination, harassment and victimisation.</p>
Promoting equal opportunities	Yes	<p>We will use various methods to ensure that we include as many people as possible and consider their needs. We will work particularly to include people who do not usually respond to consultations.</p> <p>The main reason for the engagement is to promote equal opportunities for everyone.</p>
Building good relationships	Yes	<p>Building a good relationship allows us to use different methods to suit people with different characteristics, in accordance with their needs. We will do this in preparing the engagement.</p> <p>The purpose of the work is to use the information in order to provide better services for all Gwynedd residents, whatever their protected characteristics.</p>

4) Analysing the results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the protected equality characteristics or the General Duty? What is the reason for this?

The consultation work itself will not have a significant, positive impact but we will use the information gathered in order to have a positive impact on our services.

4.2 Is the policy therefore likely to have a significant, negative impact on any of the protected equality characteristics or the General Duty? What is the reason for this?

No

4.3 What should be done?

Choose one of the following:

Continue with the policy / service since it is robust	X
Amend the policy to remove any barriers	
Suspend and abolish the policy as the detrimental impacts are too great	
Continue with the policy as any detrimental impact can be justified	

4.4 If you continue with the plan, what steps will you take to reduce or mitigate any negative impacts?

We will develop the consultation in a manner that will be suitable for everyone.

4.5 If you are not taking any further action to delete or reduce the negative impacts, explain why here.

Not relevant

5) Monitoring

5.1 What steps will you take to monitor the impact and effectiveness of the policy or service (action plan)?

We will undertake a much fuller impact assessment in preparing the engagement.

Agenda Item 8

Meeting: Cabinet
Date: 18 February 2020
Cabinet Member: Councillor Ioan Thomas, Cabinet Member for Finance
Subject: 2020/21 Budget
Contact Officer: Dafydd L Edwards, Head of Finance

2020/21 BUDGET

Decision sought

- (a)** Recommend to the Council (in its meeting on 5 March 2020) that:
1. A budget of £261,837,750 should be set for 2020/21, to be funded by £187,579,040 of Government Grant and £74,258,710 Council Tax income, with an increase of 3.9%.
 2. Establish a capital programme of £44,247,260 in 2020/21 to be funded from the sources noted in Appendix 4 of the report.
- (b)** Approve moving forward with implementing the list of savings schemes in Appendix 3, in order to establish the budget recommended to the full Council.
-

1. INTRODUCTION

- 1.1 The Council has to set a balanced budget for 2020/21.
- 1.2 This year, the Council has received a more favourable grant settlement than in previous years. Nevertheless, some decisions must be made to combine achieving additional savings and increasing the Tax by 3.9%.
- 1.3 It is recommended that the Tax is increased by 3.9% in 2020/21 in order to protect services for the people of Gwynedd, as implementing the other savings schemes that were considered would have been unacceptable due to the effect on the people of Gwynedd.
- 1.4 Having consulted with members in a series of workshops in January, and with the Audit and Governance Committee (13 February), it is a matter for the Cabinet to recommend an appropriate budget to the Council for 2020/21.
- 1.5 By 2020/21, we would need to increase our expenditure by £15.8m in order to “stand still” (details in part 3 below), including £4.3m to meet pressures on the services’ budgets (details of individual ‘bids’ are in Appendix 2).
- 1.6 In order to address the financial gap, £1.9m of savings (details in part 4 below and the individual schemes are listed in Appendix 3) will have to be attributed, and then Council Tax will have to be increased 3.9% (details in part 5 below, and in Appendix 6).
- 1.7 Last year, there was a thorough review of the Asset Strategy, and this year we propose establishing a capital programme worth £44,247,260 in 2020/21, as set out in Appendix 4.

- 1.8 It is intended to model the Medium Term Financial Strategy (for 2020/21 – 2022/23) during the summer of 2020, following the UK Chancellor’s Budget, etc, in case anything fundamental changes in the Government’s operations. It is possible that flexible procedures will be required in order to realise more savings in subsequent years, but it is intended to consider that after receiving more information.
- 1.9 The 2020/21 budget attempts to protect the services the Council provides for the people of Gwynedd, and recommends a 3.9% Council Tax increase in order to achieve that aim this year. By selecting savings, we will be achieving them in those areas which will have the least effect upon our citizens, but this will be more challenging by 2021/22 and beyond should there be unfavourable grant settlements, as in previous years.
- 1.10 It is a matter for the full Council to consider the budget and set the Council Tax for 2020/21 on the basis of the issues noted in the following report. The detailed report notes the factors that influence the proposed revenue budget for 2020/21, and outlines the main changes since 2019/20.

2. WELSH GOVERNMENT GRANT

- 2.1 The Welsh Government has announced the indicative settlement to finance local authorities for 2020/21. The details, as announced officially ‘like-for-like’ by Welsh Government, are noted in the table below, together with the real “cash” figures:

Revenue Support Grant 2019/20 – 2020/21	Total Welsh Authorities £	Gwynedd Council official £	Gwynedd Council “cash” £
2019/20 Government Grant	4,290,612,000	179,374,740	176,551,790
2020/21 Government Grant	4,474,443,600	187,579,040	187,579,040
Increase £	183,831,600	8,204,300	11,027,250
Increase %	+4.3%	+4.6%	-

Further details are available here –

https://gov.wales/local-government-revenue-and-capital-settlement-provisional-2020-2021?_ga=2.183251429.297550458.1580053366-1435204194.1547569279

- 2.2 It can be seen from the Welsh Government’s official figures which are in the above table notionally that Gwynedd Council receives an increase in the grant of £8.2m by next year (after amending the 2019/20 figure to reflect the transfers into the settlement), which is 4.6%, with the average increase across Wales being 4.3%.
- 2.3 A number of factors feed the local government grant allocation formula, such as the number of pupils, number of income support claimants, etc. and the refuse collection factor has gone in our favour this year (reflecting higher collection costs in a rural area).
- 2.4 Also, as well as the Welsh Government’s “like for like” official figures (above), quite a significant increase was received due to a tax base adjustment, which re-distributes the grant between Welsh local authorities. This was due to a decrease in council tax properties in Gwynedd (compensating for the effect of migration of ‘holiday homes’ to the business rates list), compared with the usual general increase in council tax properties across other Welsh local authorities.

- 2.5 The Welsh Government is expected to publish the final grant settlement for local authorities on 25 February, together with the Welsh Government's own final budget, but no significant change is expected to the 'indicative' grant figures.

3. COUNCIL REVENUE EXPENDITURE - 2020/21

- 3.1 The table below shows the increase in the expenditure required in order to "stand still" in 2020/21.

Additional Expenditure Requirements

	£	£
Base Budget		248,013,890
Staff Salary Inflation	4,535,220	
Teachers' Pensions	1,193,180	
Other Pensions	-1,684,170	
Other Inflation (suppliers)	2,865,940	
Levies (Fire & NRW)	148,310	
Demography	821,440	
Transfers to the Settlement	2,062,350	
Discontinuation of Specific Grant	500,000	
Bids – Pressures on Services	4,336,690	
Capital Bids	1,004,000	
Collective Agreement Adjustment	380,000	
Various Budget Adjustments	-48,850	
Borrowing Costs / Interest on Balances	-304,850	
Net total of increases		<u>15,809,260</u>
Total 2020/21 expenditure requirements before savings		<u>263,823,150</u>

3.2 Base Budget 2019/20

Although £248m is the net 2019/20 expenditure, it is important to note that the Council's true expenditure is £418m as we receive a multitude of specific grants worth £110m and raise nearly £60m for services which we provide.

3.3 Salary inflation £4.5m

Provision has been made for a salary increase of over 2% for Council staff, in line with our projection of the national agreement, which will be effective from April 2020. Also, provision has been made for a 2.75% salary increase for Gwynedd's school teachers for the period April – August 2020, and 2% from September 2020 – March 2021.

3.4 Teachers' Pensions - £1.2m

The Westminster Government has increased the employers pension contribution rate for the Teachers' Pensions Scheme from 16.5% to 23.6% from September 2019, and 7% of the value of costs for Gwynedd school teachers' salaries for 5 months is £1.2m (with £1.7m in 2019/20, the cost of this for a full year is nearly £3m).

3.5 **Other Pensions -£1.68m**

The results of Gwynedd Pension Fund's triennial actuarial valuation concluded that the whole fund was funded 108% on 31/03/19 and Gwynedd Council's element as an employer was funded 109%. This was mainly due to better than expected returns from investing on the stock market since 2016.

As a result, the Fund's actuary has allowed us to reduce Gwynedd Council's pension contribution as an employer from 21.9% to 20.4%, which will save £1,833,170 a year in employment costs. In the midst of all the pressures to spend more in the above list, this £1.8m saving is a substantial relief for the Council's position, and other employees in the Gwynedd Fund have benefitted similarly.

Contrary to the above saving of £1.8m, we are providing an additional £149k for more Council staff joining the pension scheme, via 'auto-enrolment'.

3.6 **Other Inflation £2.9m**

Net amount which includes provision for the effect of the 'living wage' (minimum pay) on the costs and fees of our private suppliers (including £643k for independent residential care homes), together with a significant increase in inflation on fuel and energy budgets (£472k).

3.7 **Levies £148k**

In December 2019, North Wales Fire Authority decided to raise the levy on constituent authorities by 2%, which increases the requirement from Gwynedd Council by £137k, while there was an increase of £11k in the special drainage levy to 'Natural Resources Wales', but no increase in the Snowdonia National Park Authority levy.

3.8 **Demography £821k**

Total amount which reflects +£300k due to a net increase in the number of pupils in schools, +£510k for the Adult Care Department to address the increasing number of people who will need care in an ageing population, and +£11k due to an increase in the number of children receiving care from the Children and Families Department.

The net figure of +£300k for schools hides different positions in different sectors, namely secondary +£452k and primary -£152k.

3.9 **Transfers to the settlement £2.06m**

Responsibility and resources for teachers' pensions (£1.5m) and salary (£470k) (7/12 element September 2019 – March 2020) will transfer into the Welsh Government's grant settlement for the Council by 2020/21, together with a smaller amount (£87k) for Nursing Care. The budgets that will transfer to the Council's budget, together with the relevant responsibilities, will be allocated to the relevant departments.

Therefore, there will be an increase of approximately £2m in the Education Department's budget and an increase of £87k in the Adults, Health and Wellbeing Department's budget to reflect the relevant expenditure requirements.

3.10 **Discontinuation of Specific Grant £500k**

A substantial number of specific grants are received where the Council is often expected to commit to additional expenditure. In some cases, specific grants can be used to fund pressures on unavoidable expenditure.

In the 2019/20 budget, specific grants were used to fund the additional cost of teachers' pensions and teachers' salary inflation, and these transfer into the general grant settlement by 2020/21 (see below).

Also, a specific grant of £0.5m was used last year in order to fund some bids for preventative services in the Children's Care Department. Unfortunately, the Welsh Government has decided that the specific grant to 'prevent children from being taken into care' will not continue into 2020/21, and will not transfer into the settlement either.

Therefore the Council must provide £500k now in order to fund the Children's Department's 2019/20 preventative bids, which are by now funding essential jobs and services.

3.11 Pressures on Services £5.34m

Unavoidable 'bids' – refer to Appendix 2 for details of each individual 'bid', including £4.34m revenue and £1m capital. It is recommended to approve applications ("bids") worth £5.34m by the Council's departments for permanent additional resources to meet the unavoidable pressures on their services.

It is also recommended to approve one-off bids worth £311,500 after a sum had been earmarked with this in mind in the November 2019/20 budget review approved by Cabinet on 21 January 2020.

Bear in mind that many of the Council's main priorities (developmental matters in order to make a difference) are being funded and commissioned separately (individually by Cabinet decisions), through the Council's Plan. What is presented in the "bids" in Appendix 2 are unavoidable commitments that the departments are facing now.

Every department is given the opportunity to identify any expenditure which the Council must fulfil in order to ensure the continuation of basic services. This heading is not for desirable new developments, but rather for continuation of current basic services.

Of course, an element of these bids are revealed whilst reviewing the current year's spending patterns. Others are a result of factors where there is a need for expenditure in order to protect outcomes for the public, or to meet statutory requirements. There is also an element of central government creating more pressure and expectations, and then we have to deal with the consequential effects.

The items presented here in Appendix 2 have been challenged thoroughly by the Corporate Management Team and the Cabinet Member for Finance before being recommended to be approved by the Cabinet. Further, all these 'bids' were discussed when they were presented on slides at the series of 'Budget Workshops' on 20-27 January 2020, where Council members reached a consensus that the expenditure was unavoidable.

3.12 Collective Agreement Adjustment £380k

During 2012, the Council had a funding gap of £32m in its medium term financial strategy, and employees were asked to accept a package which was equivalent to them giving a day and a half unpaid to the authority per year.

In a difficult financial period, the employees agreed that they needed to sacrifice a day and a half's wages, in order to protect services and minimise the number of redundancies.

The salary deduction was reduced from a day and a half to one day in 2018. At that time, the Council was committed to removing the one remaining day as soon as practically possible.

In the context of the Council's grant settlement for 2020/21 which is better than expected, we believe that there is an opportunity this year to remove the one remaining day. Although the grant settlement is counterbalanced by additional costs, the position is more favourable than in any year since 2008.

A budget provision of £380k will enable us to give back the day's pay to the Council's staff, i.e. remove the current salary deduction from April 2020 onwards.

3.13 Various Budget Adjustments -£49k

A total which reflects a significant number of adjustments to different budgets across the Council, but mainly to return unused bids.

3.14 Borrowing Costs and Interest on Balances -£305k

Projection of a reduction (£85k) in interest payable on loans in 2020/21, as old long-term loans come to an end, together with an increase (£220k) in returns from investing the Council's balances and cash flow.

4. SAVINGS

4.1 The Medium Term Financial Strategy presented to the Cabinet on 23 July 2019 forecasted a funding gap of between £1.7m and £7.3m in 2020/21 (with a tax increase of 3.5%).

4.2 Therefore, it was decided to ask departments to discover their share of £2m to identify savings for 2020/21, asking the Scrutiny Committees to consider all 'possible' schemes presented by the departments (and schools). The Cabinet members (in the meeting on 17 December 2019) completed the task of selecting the schemes presented here in Appendix 3 (worth £1m), and disregarding options where the effect on services for the people of Gwynedd would be unacceptable.

4.3 Having identified the probable 2020/21 funding gap in the context of the Welsh Government's indicative 'settlement' for local authorities, the budget position was explained to Council members in a series of 'Budget Workshops' on 20-27 January 2020.

4.4 Having listened to members' supportive feedback in the 'Budget Workshops', the Cabinet Member for Finance is presenting the selection of savings worth £1,062,320 to partly address the gap, together with £923,080 of approved savings schemes from previous years, while the increase in Council Tax must address the residual gap.

4.5 Therefore, should the Council approve implementing the proposed schemes presented in Appendix 3, we would harvest £1m worth of further savings in 2020/21.

4.6 Also, in order to address the funding gap, we can harvest £0.9m of savings which have already been approved for 2020/21.

Savings to address the 2020/21 Funding Gap	
	£
Previously Approved Savings	923,080
Further Efficiency Savings	<u>1,062,320</u>
Total Savings to close the Gap	<u>1,985,400</u>

- 4.7 As a result, a total of £1.9m savings can be used to reduce the funding gap.
- 4.8 All the proposed savings schemes which need to be approved are presented here in Appendix 3, as presented to the relevant scrutiny committees in November and then to the Cabinet on 17 December 2019.

5. 2020/21 FUNDING GAP AND THE COUNCIL TAX

- 5.1 It can be seen from part 2 above, that the Council's expenditure requirements (before deducting savings) for 2020/21 are £263.8m. It is noted in part 2 above that the Welsh Government's grant will be £187.6m.
- 5.2 As explained in part 4 above, a total of £1.9m of savings to be used to reduce the funding gap.

Establishing the 2020/21 Budget	
	£
2019/20 Base Budget	248,013,890
Additional Expenditure Requirements	<u>15,809,260</u>
2020/21 Expenditure Requirements before Savings	263,823,150
less Welsh Government Revenue Grant Income	-187,579,040
less Total Savings to close the Gap	<u>-1,985,400</u>
Funding Gap from Council Tax	<u>74,258,710</u>

- 5.3 This means that there is a remaining gap of £74.3m, and it is recommended to meet that gap with Council Tax. The Tax would need to be raised by 3.9% in order to produce sufficient income.
- 5.4 Background information and the context for setting the Tax level (together with details of the Premium on second homes and empty properties) is presented in Appendix 6.

6. CONCLUSIONS / 2020/21 BUDGET

- 6.1 This report and the appendices set out the factors that should be considered when establishing the 2020/21 budget and, despite a more favourable grant settlement this year, confirms that savings must continue to be harvested in order to address the financial position facing the Council.
- 6.2 It is recommended to address a revenue expenditure requirement of £261.8m, having added £15.8m, which includes providing £5.3m in order to meet the demand for services.
- 6.3 After receiving a grant of £187.6m from Welsh Government and depending on £1.9m of savings, the level of Council Tax will need to increase 3.9% to yield £74.3m of income in order to close the 2020/21 funding gap.

Balanced budget for 2020/21	
	£
2020/21 Expenditure Requirements before Savings	263,823,150
2020/21 Savings Total	<u>-1,985,400</u>
2020/21 Budget	<u>261,837,750</u>
To be funded from -	
Grant Income	187,579,040
Council Tax (yield after raising 3.9%)	<u>74,258,710</u>
2020/21 Budget	<u>261,837,750</u>

6.4 This will mean setting a net budget of £261,837,750. An analysis of the budget per service is given in Appendix 1.

7. CAPITAL

7.1 The 2019/20 – 2028/29 asset strategy was established by the full Council on 7 March 2019 and Cabinet on 2 April 2019, and we are adding to it for 2020/21. Details are in Appendix 4.

7.2 It is recommended to add £1m of revenue to the capital programme to be spent in 2020/21, in order to establish a total programme for 2020/21 worth £44,247,260 to be funded from the sources analysed in Appendix 4.

8. LONGER TERM STRATEGY

8.1 Usually, the Medium Term Financial Strategy is included with the budget report. This year, there is more uncertainty about the future in advance of the Westminster Government Chancellor's budget on 11 March 2020.

8.2 Welsh local authorities must also forecast Welsh Government's policy/intent. As Julie James AM, the Local Government Minister, states in a letter to north Wales local authority Leaders on 30 January:

"The Welsh Government's ambition is always to provide as much early certainty as possible to our partners and stakeholders regarding spending plans and multi-year settlements, however, this must be balanced with realistic and sensible planning assumptions. Coupled with the ongoing position around Brexit, the lack of clarity in relation to the UK's fiscal prospects creates an unprecedented challenge for us in developing our spending plans for the future. In these uncertain times ..."

"... we do recognise and are sympathetic to the calls from our public sector partners for budgeting over a longer period in order to support forward financial planning. The next UK Budget on March 11 will bring some clarity to the Welsh Government's finances in the short term, and any future funding will need to be considered within the context of the UK Comprehensive Spending Review later this year."

8.3 It is as yet unclear when we may get an indication of the results of the Spending Review.

8.4 Therefore, I will be presenting the Medium Term Financial Strategy to a subsequent meeting of the Cabinet during the summer term, in order to consider a savings strategy for the future.

9. OTHER CONSIDERATIONS AND VARIOUS ASSESSMENTS

9.1 The current level of general balances, i.e. £7.5m, is considered appropriate and this budget does not recommend the use of the balances which we are retaining for practical cash flow and unexpected expenditure. Detailed information about the balances and reserves are presented in Appendix 7.

9.2 Appendix 5 explains Gwynedd's schools' fair budget 'deal' in detail.

9.3 When deciding on a budget, and in particular regarding savings schemes, the Cabinet and the Council must consider the effects of their decisions from an equality perspective in accordance with the Council's statutory duties through the 2010 Equality Act. As a result, the standard assessment has been prepared for the savings schemes. Appendix 8 deals specifically with the duty, and also includes the statutory finance officer's comments on the whole budget from an equality perspective.

9.4 The Council implements the Wellbeing of Future Generations (Wales) Act 2015 and the recommendations in the report are based and developed in accordance with the Council's statutory duty under Section 3 to undertake sustainable development in all its activities. More detailed information about the Wellbeing Act and relevant findings are in Appendix 9.

9.5 The statutory finance officer must express an opinion on the robustness of the estimates. An assessment of risks and appropriate confirmation are presented in Appendix 10.

Opinion of local member

Not a local matter

Views of the Statutory Officers

Monitoring Officer:

Although it is a matter for the Full Council to make a final decision on the budget, it is important that the Cabinet gives them a clear recommendation regarding its expenditure plans and the draft budget, and this report achieves that. Once the Council has agreed on the financing sources, then the Cabinet will be responsible for the expenditure and the priorities within that budget.

Head of Finance:

I have collaborated with the Cabinet Member in the preparation of this report and I confirm the content. Having considered all the risks outlined in Appendix 10 to the report, and the actions taken in mitigation, I am of the opinion that the Council's Budget for 2020/21 is robust, sufficient, and achievable.

APPENDICES

- 1 Proposed Budgets
- 2 Bids Summary
 - 2a Permanent Revenue Bids
 - 2b One-off Revenue Bids
 - 2c Capital Bids
- 3 Savings
 - 3a Savings List
- 4 Capital
- 5 Dealing with the Schools' Budget in 2020/21
- 6 Council Tax
- 7 Balances
- 8 Equality Impact Assessment
- 9 Wellbeing of Future Generations (Wales) Act 2015
- 10 Robustness of Estimates

	Bid Title	Permanent (£)	One-off (£)	Capital (£)
Education Department				
Bid 1	School Taxis Transport	150,000		
Bid 2	School Buses Transport	184,000		
One-off 1	Core fieldwork for Meirionnydd Secondary School provision		21,000	
One-off 2	Band B Departmental Support		42,500	
Children and Supporting Families Department				
Bid 3	Placement of Children in Care	1,780,000		
Bid 4	Children Support Services	55,000		
One-off 3	Fostering Families Support Officer		150,000	
Environment Department				
Cap 1	Provision of public vehicle charging points			456,000
Economy and Community Department				
Cap 2	Voluntary Development Fund (CIST Gwynedd)			50,000
Cap 3	Aberdyfi Bridge			50,000
Housing and Property Department				
Bid 5	Homeless Services	57,560		
Bid 6	Temporary accommodation	265,000		
Cap 4	Improve security at Cae Penarlâg and Ffordd y Cob offices			30,000
Highways and Municipal Department				
Cap 5	Washing facilities for gritting vehicles Arfon			65,000
Cap 6	Build new bridge over Rhyd-Hir River (Bodfel Bridge in Boduan)			1,200,000
One-off 4	Ash Die Back		98,000	
Adults, Health and Well-being Department				
Bid 7	Supported Housing - Learning Disabilities	877,220		
Bid 8	Transfer Age - Young adults with learning difficulties	389,200		
Bid 9	Ceasing of Housing and Support contracts	110,410		
Bid 10	Address staffing needs for higher level of care in two Residential Homes	395,300		
Bid 11	Care costs of Private Residential and Nursing Homes	73,000		
Cap 7	Wi-fi for Council Residential Homes			94,360
Cap 8	RITA - Digital memory therapy system in Residential Homes			58,860

*Note - Capital Bids
£1m already in the Capital Programme,
with £1m additional in 20/21*

PERMANENT REVENUE BIDS 2020/21

	Bid Title	Details of Bid	Recommended Sum (£)
EDUCATION			
Bid 1	School Taxis Transport	Latest contracts based on 187 days (number of days in the financial year 2020/21) showing expenditure of £2.474m, against a budget of £2.164m - a deficit of £310k. The overspend is linked to a deficit of £150k in a bid submitted for the financial year 2019/20 (bid of £550k submitted and £400k received). Note that the budget has also been permanently reduced by £170k since 2019/20 as a result of the re-tendering of contracts in April 2019.	150,000
Bid 2	School Buses Transport	The Environment Department is completing a strategic review of the public transport service which will assess and prioritize the most important services. Latest projections show an overspend of £39k on the 'School Bus' budget which includes a one-off bid of £145k in 2019/20. Therefore this bid requests £184k on a worst case basis.	184,000
CHILDREN AND SUPPORTING FAMILIES			
Bid 3	Placement of Children in Care	Increased number of foster placements with families, demand for agency foster placements due to lack of in-house capacity with complex and intense cases making out-of-county residential placement unavoidable. Funding - Out of County placements £1.030m, Agent Fostering Placements £300k and Internal Fostering Placements £450k.	1,780,000
Bid 4	Children Support Services	The Support service provides a contact supervision service between looked after children and their parents. Promoting contact is a statutory responsibility. As the number of looked after children has steadily increased over time, the number of supervised contact arrangements has also increased. To fund 2 Support Officers and travel costs as the number of looked after children has increased.	55,000
HOUSING AND PROPERTY			
Bid 5	Homeless Services	Council receives grant from Welsh Government to fund three key homeless projects. Since 2015/16 the Government has stopped adding annual inflation to the amount allocated to the Council. This has created a budget shortfall.	57,560
Bid 6	Temporary accomodation	Following changes to the Housing (Wales) Act 2014, Local Authorities have a duty to provide support to any homeless person. This has created more demand as the department tries to cope with an increase of 36% since the Act was implemented.	265,000

ADULTS, HEALTH AND WELL-BEING			
Bid 7	Supported Housing - Learning Disabilities	The needs of the individuals we support is becoming more complex, with a higher number of individuals receiving support in Gwynedd. The numbers living in supported housing have increased and this has led to an overspend in the Learning Disability service during 2019/20 with a further increase anticipated over the coming years.	877,220
Bid 8	Transfer Age - Young adults with Learning Difficulties	11 individuals who have received services from the Children and Supporting Families Department will begin receiving services from the Adult, Health and Well-being Department during 2020/21. The needs of individuals and their families will need to be met in accordance with their needs assessment, in order to meet specific well-being outputs.	389,200
Bid 9	Ceasing of Housing and Support contracts	In the Housing and Support field, we commission companies from the private sector to support our residents with Learning Disabilities. One of the main companies used is Allied Healthcare. This company has recently undergone a CVA (Company Voluntary Arrangement) process and the company has stated that 3 of the agreements we have with them are not sustainable based on the unit cost paid. So all three contracts had to be re-tendered. These have now been received and there are additional costs of providing the service. The cost of maintaining the support in the three houses in question was £283k based on the old unit cost. Following the tender process, the cost will now be £394k. The bid of £110k will therefore fund this shortfall and allow the department to continue to maintain a high quality service for individuals with Learning Disabilities in accordance with their needs assessment.	110,410
Bid 10	Address staffing needs for higher level of care in two Residential Homes - Hafod Mawddach and Cefn Rodyn	Providing more intensive care in 2 of the Council's residential homes, Cefn Rodyn and Hafod Mawddach. The aim is to provide services to enhance users' lives, support their complex care and promote independence.	395,300
Bid 11	Care costs of Private Residential and Nursing Homes	The Council currently has a standard fee arrangement for the placement of individuals in private residential and nursing homes. An increasing number of homes reject the standard Council fee stating that it is not sufficient, and demand a higher price for the placement. If the Council is unable to find another suitable location, within the standard Council fee, they will have no choice but to pay the fee the home requires.	73,000
TOTAL PERMANENT REVENUE BIDS			4,336,690

ONE-OFF REVENUE BIDS 2020/21

	Bid Title	Details of Bid	Recommended Sum (£)
	EDUCATION		
One-off 1	Core fieldwork for Meirionnydd Secondary School provision	Fund 3 external consultants to look in detail at the challenges that have arisen in seeking to improve strategic collaboration between the Authority and Meirionnydd Secondary Schools.	21,000
One-off 2	Band B Departmental Support	To fund specialist support for Band B of the 21st Century Schools Program which includes key strategic investment for improving the educational requirements across the County.	42,500
	CHILDREN AND SUPPORTING FAMILIES		
One-off 3	Fostering Families Support Officer	Family foster placements can be complex to support, which in turn has an impact on the teams time to support general foster carers. To fund 2 Fostering Family Support Officers for a period of two years.	150,000
	HIGHWAYS AND MUNICIPAL		
One-off 4	Ash Die Back	Ash Die Back is the biggest disease to affect the UK. It will result in changes to our landscape and tree population, changes to biodiversity, landscape character and possibly increased flood-like effects. Bid to employ 2.5 posts to assess and collate data on the Ash Die Back disease. The impact on our organisation needs to be assessed i.e how many ash trees we have and how many have been affected by the disease.	98,000
	TOTAL ONE-OFF REVENUE BIDS		311,500

CAPITAL BIDS 2020/21

	Bid Title	Details of Bid	Recommended Sum (£)
	ENVIRONMENT		
Cap 1	Provision of public vehicle charging points	<p>We intend to apply for capital funding from the British Government to fund an increase in public charging points for electric vehicles. But the Government will not fund 100% of the project - Only long stay car parks are eligible. The grant also does not fund 100% of the costs at the eligible sites.</p> <p><u>Car Parks not eligible for grant:</u></p> <ul style="list-style-type: none"> • Intec, Bangor • Byw'n Iach - Bala, Bangor, Bethesda, Porthmadog, Caernarfon, Dolgellau, Pwllheli, Tywyn • Car Park - Glanrafon (Bangor), Glan-y-Môr Uchaf (Caernarfon), Gilfach Ddu (Llanberis), Ffordd y Cob (Pwllheli) <p><u>Car Parks eligible for grant</u></p> <ul style="list-style-type: none"> • Aberdyfi • Barmouth • Shell Site, Caernarfon • Llyn Bach, Porthmadog • Kyffin Square, Bangor • Balacrafon Road, Caernarfon • Ger-y-Llyn, Llanberis • Bron-y-Graig Uchaf, Harlech 	456,000
Cap 2	Voluntary Development Fund - Capital (CIST Gwynedd)	CIST Gwynedd provides revenue and capital grants to voluntary groups across the county to develop and deliver community projects. A bid for £70k was presented in 2019/20 and £50k was approved with the funding allocated to support 6 projects.	50,000
Cap 3	Aberdyfi Bridge	The condition of Aberdyfi Bridge has deteriorated and has come to the end of its life. The estimated cost of building a new bridge is £100k. The bid is presented on the basis that the Outward Bound (OB) charity would meet 50% of the cost of the scheme. A bid was presented in 2018/19 for a sum of £114k. To re-present the bid reflecting OB's contribution and some savings from reviewing the bridge design.	50,000

HOUSING AND PROPERTY			
Cap 4	Improve security at Cae Penarlâg and Ffordd y Cob offices	To fund an Access Card system (AIT Door Access System) to Ffordd y Cob and Cae Penarlâg offices.	30,000
HIGHWAYS AND MUNICIPAL			
Cap 5	Washing facilities for gritting vehicles (Arfon)	There is a need for a dedicated washing area at the Cibyn Salt Store to ensure that the gritters and loading vehicle are cleaned at the end of each operation. The current system does not meet the requirements or comply with contaminated water regulations.	65,000
Cap 6	Build new bridge over Rhyd-Hir River (Bodfel Bridge in Boduan)	There has been discussions with Cadw and the Council's Conservation officers about widening the old bridge whilst carrying out the maintenance work, but this was not acceptable. We have therefore considered building a new bridge on the temporary bridge site in response to safety concerns as it is narrow and only one lane of traffic width. This option will also reduce our expenditure on having to lift out the soil within the old bridge and replacing it with concrete.	1,200,000
ADULTS, HEALTH AND WELL-BEING			
Cap 7	Wi-fi for Council Residential Homes	Help the residents become more independent and less isolated. Enable employees within the home to order goods, undertake training etc. online. Enable social workers / care workers to assess and supervise cases within the homes and record on the spot. Ensure that individuals can "see" specialists in hospitals where there is a lack of transport to attend appointments.	94,360
Cap 8	RITA - Digital memory therapy system in Residential Homes	A system that would enrich the lives of individuals living with Dementia in our residential homes. It can support and facilitate daily life, support meaningful activities and for effective use of staff capacity in the workplace.	58,860
TOTAL CAPITAL BIDS			2,004,220

APPENDIX 3

SAVINGS

The savings chosen for the purpose of meeting an element of the additional demands on the Council's services when setting the 2020/21 budget.

1. On 23 July 2019, the Cabinet considered a report which attempted to forecast the financial position we would be facing in 2020/21.
2. At the time, it was noted that as the grant we had received from the Welsh Government over the past 12 years had not been sufficient to cover the costs of inflation, and as the demand in various services such as adult care and children's services had also increased, we had been in a continuous circle of having to find savings.
3. As a result, whilst there would be some limited opportunities to try and find further efficiency savings we had now reached a situation whereby any need for substantial further savings would more than likely mean cuts to services.
4. In addition, as we did not know the level of pay awards that would be agreed for the workforce nor the grant settlement from the Government for 2020/21, it was extremely challenging to forecast with confidence the likely financial shortfall we would face in 2020/21.
5. The Medium Term Financial Strategy presented to the Cabinet on 23 July 2019 forecasted a funding gap of between £1.7m and £7.3m in 2020/21 (with a tax increase of 3.5%).
6. Therefore, it was decided to ask departments to discover their share of £2m to identify savings for 2020/21, asking the Scrutiny Committees to consider all 'possible' schemes presented by the departments (and schools).
7. All the departments had reported on their proposals to the scrutiny committees, and in the meeting on 17 December 2019, the Cabinet members fulfilled the task of selecting the schemes presented here in the following list (worth £1m) with the least impact on residents in the individual areas.
8. In general, the scrutiny committees were content that the proposals met that criteria, but with some exceptions.

9. Having identified the probable funding gap for 2020/21 due to the better than expected Welsh Government settlement for local authorities, the Cabinet supported the views of the scrutiny committees in deciding to abstain from using the following savings –
 - Proposals from the Children and Families’ Department and the Economy and Community Department relating to discretionary services worth a total of **£31,000**;
 - Proposal worth **£112,530** within Education to reduce the central ALN budget following a reduction in relevant spending (£110,000 already being utilised to rectify a deficit in another savings scheme that is not being achieved);
 - Proposals worth a total of **£331,000** within Adults services which were likely to have an impact on front line services;
 - Proposal to reduce schools’ general budget allocation of **£463,900**.
10. After listening to the members’ supportive feedback in the ‘Budget Workshops’ on 20-27 January, the Cabinet Member for Finance presents the following list of savings worth a total of £1,062,320 to be realised in 2020/21.
11. These “efficiency” savings should not have a significant impact on the residents of Gwynedd.
12. Also, in order to meet the 2020/21 funding gap, it is estimated that £923,080 worth of savings schemes already approved in previous years could be realised (therefore not the subject of this year's decision).
13. Of course, actioning some of the savings, would mean having to follow statutory processes and they would be subject to the results of such processes. Clearly the recommendation and any decision recognizes this and does not prejudice their outcomes.
14. The proposals noted in the following list would generate savings of £1,062,320 in 2020/21.

Amount £	Budget Heading and Proposals	Impact on Residents
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Children and Supporting Families

£53,000	Various - adjust inflation rates.	No impact on residents. The service has recently undergone a process of restructuring duties. There was a vacant post in the service and there was a way to reallocate the work across the teams without a negative impact on the direct provision of services.
£30,000	Staffing - delete one post in the Youth Justice Service.	No impact on residents. The service has recently undergone a process of restructuring duties. There was a vacant post in the service and there was a way to reallocate the work across the teams without a negative impact on the direct provision of services to young people and their families.
£83,000	Total	

Adults, Health and Wellbeing

£43,850	No inflationary rise - i. No inflation (CPI approximately 1.5%) on various budgets but excluding budgets for the commissioning of 3rd Sector Services where there are staffing costs.	This would provide an element of additional pressure on a wide range of budgets but due to their nature this should not have a significant impact on residents. The elements that have staffing costs could have some impact on schemes where the 3rd sector supports work in the community.
£7,550	ii. No inflation (CPI about 1.5%) for the commissioning of 3rd Sector Services where there are staffing costs.	
£16,660	iii. No contract inflation for 3rd sector organisations.	

Amount £	Budget Heading and Proposals	Impact on Residents
£39,850	Budgets that underspend annually - a small number of budgets within the Department are underspending year on year. Instead of using the money to assist with budgets that overspend annually, it is proposed that these sums are harvesting as savings.	Although harvesting these funds would not impact on the budget headings it is possible that the services supported year on year would be placed under increased pressure with an increased risk of overspending from 2020/21 onwards. Any impact on residents would depend on succeeding in managing demand and expenditure in those budgets.
£49,360	Business Support - re-structuring the Business Service by reducing the support provided to the integrated community resource teams. To further adjust and reduce the business support provided to frontline teams of Adult and Children's Departments.	These teams have already been reduced in the last savings cycle. It is foreseen that this scheme will result in a significant reduction in performance across the Business Service in terms of expertise, workload and leadership and that the knock-on effect of that would have a negative impact on the ability of the Adults and Children's Departments to fulfil their purpose. This, together with the need to allocate a proportion of field staff time to undertake administrative duties, would impact on a broad cross section of individuals and families in receipt of support.
£157,270	Total	

Housing and Property

£35,000	Building Maintenance - internalise the statutory work of inspecting water systems in all Council buildings to protect users from Legionnaires Disease.	<p>None. This is an efficiency saving which will mean that the work will still be completed but in a cheaper way.</p> <p>Specialist external contractors currently do the work. We have been nurturing this expertise internally recently and, now, by appointing two additional officers, we can do this work ourselves at a lower cost than paying a private company to do it on our behalf.</p> <p>This will also mean that we can guarantee a Welsh-medium service from now on - this is not always true when using external contractors.</p>
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Amount £	Budget Heading and Proposals	Impact on Residents
£25,000	Building Maintenance - internalising electrical maintenance work in Council buildings.	<p>None. This is an efficiency saving which will mean that the work will still be completed but in a cheaper way.</p> <p>Traditionally, the Council has been appointing external contractors to complete all its building maintenance work. Overall, this works effectively but there are continued problems when trying to do small-scale work, worth a few hundred pounds at a time. The lead-in time for customers was long and the cost higher than what is acceptable.</p> <p>Over the past two years, we have appointed our own joiners and plumbers to do this type of work, and this has allowed us to reduce the lead-in time for our customers and has allowed us to ensure that we get better value for money. We have created a business case that shows that further savings could be realised by employing two electricians ourselves.</p> <p>This will also mean that we can guarantee a Welsh-medium service from now on - this is not always true when using external contractors.</p>
£60,000	Total	

Amount £	Budget Heading and Proposals	Impact on Residents
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Schools and Education

Schools

£31,620	Allowance per head - not to add inflation fully.	A relatively small reduction in the educational resources available to pupils, and thus a need for the schools to be more efficient in their use of resources.
£31,620	Sub-total	

Education Department

£17,630	Various - not to fully add inflation on non-staff resources.	No impact on residents based on the fact that officers will cope with the saving by being more efficient in their use of resources.
£55,900	A reduction in the annual contract cost of the Welsh Joint Education Committee (WJEC) - the cost reduction has already been achieved by a combination of joint efforts between WJEC, the Welsh Local Government Association and the Association of Directors of Education in Wales to identify financial efficiency savings.	No impact on residents.
£46,500	Reduce the development fund - the Education Department has a (relatively small) development fund, worth £89,710 prior to the implementation of this saving. The fund allows the Department to invest in one-off priorities in a timely manner outside of the Council Plan. Following an assessment of the Education Department's budget and a prioritisation exercise, the consensus is that it would be possible to reduce the development fund. However, it is emphasised that this will not be the option we turn to, should there be a need to identify further savings in the future.	Reduces the Education Department's ability to fund some priorities outside the Council Plan, which could lead to a relatively small impact on residents.
£120,030	Sub-total	
£151,650	Total	

Amount £	Budget Heading and Proposals	Impact on Residents
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Economy and Community

£17,530	Not to add inflation fully or partly on headings that can be managed - supplies and services headings mainly.	Marginal savings on the headings that can be managed - these savings are not expected to have an effect on Gwynedd's residents.
£8,290	Not to add inflation fully or partly on budgets that contribute to renewal funds. Maritime and Leisure Funds specifically.	Involves a reduction in the investment to renew equipment in the future that could impact on the quality of service and on income targets.
£1,920	Not to add inflation on the Arts Grants heading.	Involves a reduction in the grant we are able to distribute to partners to promote the arts in the future.
£12,820	Delete the Leisure Service's reserve budget. With the transfer of the management of the leisure service to Cwmni Byw'n lach on 1/4/19, a budget was set up for unexpected expenditure outside the Department's control. For example, this year urgent maintenance work was carried out at Glaslyn Centre as a result of a leaking water-pipe which has resulted in a higher than expected cost on the "water purchase" budget.	No direct impact on residents but this proposal means that the Department has no source to finance unexpected issues out of our control and will therefore result in overspend.
£2,650	Archives Service Savings - by using digital methods to reproduce photographs and promote events.	Efficiency savings therefore no effect on Gwynedd residents.
£7,200	Savings by deleting the Libraries Service Digital Co-ordinator post. This is a vacant post and as a result of the Ffordd Gwynedd review the service has reconsidered its priorities and is proposing to delete part of the post as a cut with no direct effect on the digital provision field.	Efficiency savings therefore no effect on Gwynedd residents.

Amount £	Budget Heading and Proposals	Impact on Residents
£4,000	Savings at Parc Padarn due to restructuring staffing arrangements undertaken following the efficiency savings target and the early retirement of the Park Manager back in 2014/15.	Efficiency savings therefore no effect on Gwynedd residents.
£500	Department's Management Savings - stop purchasing daily newspapers.	Efficiency savings therefore no effect on Gwynedd residents.
£2,000	Crown Estate leasehold savings in the Maritime Service. The Council is committed to a "composite lease" agreement with the Crown Estate for the Gwynedd coast. Discussions have begun to modify the Hafan lease to be based on current turnover rather than historical turnover. The current agreement commits the Council to expenditure of £144,990 at Hafan, Pwllheli. The current budget is £153,200 but there is no information yet on what is owed in the future. However it is envisaged that there is sufficient scope to put up £2,000 in savings.	Efficiency savings therefore no effect on Gwynedd residents.
£6,000	Reduce expenditure on several business support team headings including office, marketing, networking, subscription costs, etc.	Part of the cut will be an efficiency saving by changing the structure and consolidation of service units, but an element of the cut will reduce the Service's ability to engage with businesses by reducing the number of marketing campaigns and networking.
£3,000	Reduce the expenditure on several headings within the Tourism, Marketing and Events Service mainly specific budgets for marketing and external events.	There will be a reduction in the support available for local businesses with fewer marketing campaigns and sessions to engage with the sector.
£65,910	Total	

Amount £	Budget Heading and Proposals	Impact on Residents
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Corporate Support

£16,140	Not to add inflation to supplies and materials' budgets within the Department.	None - when considering other proposals to cut supplies and materials budgets, not adding inflation to those budgets in 2020/21 is considered as a step which would not affect the Department's ability to fulfil its function.
£7,200	Cease renewal of Customer Contact.	None - currently NDL software is used to directly transfer information from the Customer Contact Service to the Planning Service's APAS system. Changes to the operational process as from the 1 st April 2020 means that investing in this licence is not required in future.
£24,000	Reduce a variety of central budgets and specifically within the Business Support and Support Services.	None - this is a combination of smaller savings as a result of previous restructuring within the Department, a reduction in expenditure on printing corporate documents e.g. Council Plan, Performance Report, as well as reduce expenditure on supplies and materials.
£10,000	Attract additional income from new sources.	None - provide services to a new external establishment.
£4,000	Reduction in expenditure on salaries within the Customer Contact Service.	None - this saving emanates from the increasing use of the self-service provision along with a recent managerial re-structure within the Customer Contact Service.
£61,340	Total	

Finance

£14,000	Inflation - Various - Not to add inflation for 2020/21 on some budgets other than staff.	No impact on Gwynedd residents - the Department can continue to fulfill it's role whilst not putting inflation on some budget headings.
£14,000	Accountancy/Management - Attract additional income through new contracts.	No impact on Gwynedd residents - the income will come from providing services to a new external organisation.

Amount £	Budget Heading and Proposals	Impact on Residents
£11,000	Information Technology - Attract additional income, a combination of new deals and additional activities.	No impact on Gwynedd residents - more income from an external customer for a higher level of provision.
£12,000	Non-Domestic Rates - Attract additional income from the Business Improvement District (BID) scheme's administration fee.	No impact on Gwynedd residents - this 'new' income comes from an agreement that is now dependable.
£7,930	Modernisation - Reducing many budgets by implementing new ways of working across the department.	No impact on Gwynedd residents - when using online services, less will be spent on postage, statutory notices and on specialised services.
£58,930	Total	

Page 288 Corporate Management Team and Legal

£5,000	Forego inflation on some budgetary headings in the Management Team, Legal, Electoral Registration and the Coroner.	No obvious effect. We should be able to cope with the budgets under consideration at their current levels.
£3,000	Management Team & Monitoring Officer - Reduce postage, furniture and equipment budgets.	None. As we have moved to greater use of technology we are spending much less on postage and it can be reduced substantially.
£3,390	Management Team - Reduce conference budgets.	None. In the light of the proposal to keep one Director post vacant we will have less ability to attend meetings on behalf of the Council and there will therefore be a lower associated costs.
£2,500	Cease Lexcel legal accreditation.	None. We intend to stop obtaining the external Lexcel accreditation but internal office management arrangements will continue to be undertaken in accordance with the principles.
£2,910	Legal - Income.	None. Over the years, in order to meet the savings targets the Legal Unit has been doing external work in order to generate income. Current levels of activity suggest that we are generating more than we anticipated.
£16,800	Total	

Amount £	Budget Heading and Proposals	Impact on Residents
Environment		
£9,580	Works - no inflationary rise.	No impact is foreseen on Gwynedd residents by not adding inflation for one year only as the amount is relatively small.
£4,000	Building Control - fees for providing advice in advance.	These fees are not currently being used, but a similar procedure exists in the Planning Service. Feedback from the recipients is extremely positive, with residents feeling that they receive much more useful advice and value for money.
£5,000	Reduce Training budget.	No significant impact is anticipated on Gwynedd residents. The Department will need to be more specific on what training is really needed to fill gaps in knowledge and to meet new requirements as well as staff development.
£15,000	Street Works - cut half a post.	Losing half a post can have a significant impact, but it is anticipated that the impact can be significantly reduced through better use of technology and closer collaboration with the Highways and Municipal Department.
£2,000	Office materials.	All of these savings measures are about buying cheaper, buying less, or not buying at all by making better use of technology (eg using less paper, printing less). The department is actually over-performing under the heading of 'Category Management' in their Departmental savings list. No impact envisaged on Gwynedd residents.
£8,000	Printing/photocopying.	
£5,000	Professional/technical Service.	
£7,420	Subscriptions.	
£25,000	Furniture and Equipment.	
£15,560	Savings through cheaper purchases (software).	
£96,560	Total	

Amount £	Budget Heading and Proposals	Impact on Residents
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Highways and Municipal

£15,000	Reduced electricity consumption in the Caernarfon Tunnel.	No impact on residents - Cost reduction following changes to the lighting and control system including the introduction of LED lamps.
£3,000	Crematorium Gas (usage).	No impact on residents - Reduced energy consumption following improved management/new systems.
£80,000	Cost of dealing with commercial waste.	No impact on residents - We now treat our residual waste at Parc Adfer which is a joint burning site with other North Wales Authorities. The fee structure has ensured a reduction in our costs.
£46,250	Inflation.	No impact on residents - Work within the current budget of 2019/20 and work closely with the Highways and Municipal Category Team.
£20,000	Inflation – general materials.	No impact on residents - Budget Adjustment - working within existing budgets for 2019/20, working more efficiently and more closely with the Highways and Municipal Category Team.
£7,000	Municipal On-duty.	No impact on residents - Establish one procedure for dealing with 'on-duty' across the Highways and Municipal Department.
£12,940	Various fleet expenditure.	No impact on residents - The recent work of the Category Team has identified opportunities for more efficient working.
£50,000	Restructure within the Department.	No impact on residents - Introduce a new structure within the Department to ensure greater efficiency/collaboration across services.

Amount £	Budget Heading and Proposals	Impact on Residents
£35,000	Cilgwyn Closure Plan.	No impact on residents - A Closure Plan is in place for the Cilgwyn site which has had quite stringent monitoring requirements. The site has now been closed for some time and the Department has opened discussions with Natural Resources Wales on the reduction of the requirements of the Closure Plan which has been agreed in principle. When the new plan is in place the monthly monitoring requirement will change to one quarterly which will see a reduction in all testing.
£12,000	Trees - no sorting.	No impact on residents - Previously some trees had to be separated to ensure we could count the waste towards recycling figures. Now as Parc Adfer is in action and being able to count the 'bottom ash' there is no requirement to sort the trees.
£281,190	Total	

Gwynedd Consultancy (YGC)

£7,260	By making adjustments to YGC's expenditure and budgets there is a net effect of a reduction in expenditure. This has partly been achieved by cutting back YGC's membership of organisations such as NSAN (National Skills Academy Nuclear) and also cutting expenditure on magazines and the like, as these are now available electronically or on the web.	No impact on residents.
£22,410	Increase resources within YGC Units which enables the Department to increase it's income. Recent Changes in Structure Forms have increased capacity within Cost and Ecology Consultancy fields.	No impact on residents.
£29,670	Total	

£1,062,320 Total

APPENDIX 4

CAPITAL

1. Whilst local authority revenue budgets face constraints, capital budgets are also under pressure, and there are revenue implications for capital expenditure which is not funded by specific grants.
2. A proposed programme for schemes for the next three years is set out below:

CAPITAL PROGRAMME			
	2020/21 £'000	2021/22 £'000	2022/23 £'000
Council Asset Plan :			
21st Century Schools	1,521	1,895	995
Housing Schemes	2,100	2,525	2,225
Penygroes Health and Care Hub	750	1,750	1,000
Adults' Homes/Centres	1,476	650	450
Highways, Bridges and Municipal	745	776	1,145
Other Schemes	2,513	2,980	2,214
Capital Bids	1,000	500	500
Other Schemes:			
Schools' Repairs and Maintenance –from 19/20	1,975	0	0
Economic Support Stimulus – from 19/20	925	0	0
Capital Bids	1,004	0	0
Housing Strategy	4,150	2,700	2,700
Schemes already Approved	26,088	4,134	0
PROGRAMME TOTAL	44,247	17,910	11,229

3. We will be funding the programme as follows:

CAPITAL PROGRAMME FUNDING			
	2020/21 £'000	2021/22 £'000	2022/23 £'000
Supported Borrowing	4,053	4,053	4,053
Other Borrowing	3,563	2,567	0
Grants and Contributions	13,510	2,557	2,557
Capital Receipts	827	0	0
Corporate Revenue	1,004	0	0
Capital Fund	257	3,801	0
Renewals and Other Funds	21,033	4,932	4,619
PROGRAMME FUNDING TOTAL	44,247	17,910	11,229

4. The new asset strategy was approved by the Council on 7 March 2019. The new asset strategy will be operational for the periods 2019/20 to 2028/29. It is incorporated as part of the Capital Programme.

5. A three year profile from 2019/20 was set by the Cabinet on 2 April 2019, with the fourth year profiled in the 2022/23 capital programme.
6. The above table therefore reflects the general capital requirements (together with the funding) for setting the 2020/21 to 2022/23 budget, whilst the individual scheme details were established by the Council in the 10 year asset strategy, 2019/20 to 2028/29.
7. Therefore, the full Council is asked to establish a total programme worth £44,247,260 for 2020/21, to be funded from the sources noted in the table under part 3 above.

APPENDIX 5

DEALING WITH THE SCHOOLS' BUDGET IN 2020/21

1. Whilst developing a savings strategy and draft budget for 2020/21, a way ahead was agreed in order to avoid transferring a substantial savings target for Gwynedd schools again this year. The proposal includes one efficiency saving for the schools, worth £31k (0.04% of the delegated funding quantum) amongst £1.9m of savings the Council will realise by 2020/21. Of course, it was decided in the Cabinet on 17 December 2019 not to cut £464k from the teaching staff budget heading (a potential saving was in mind). Therefore, by 2020/21 there will be no change to the current pupil:teacher ratio in the school budget allocation formula.
2. The schools' budget will increase this year due to the usual "demography" adjustments, which derive from changes in the number of pupils. The actual number of pupils in September 2019 is used to calculate 2020/21 allocations. The position varies from school to school, but on the whole the effect of an increase in pupil numbers means that the schools' budget in its entirety will increase £300k, which includes a reduction -£152k primary and an increase +£452k secondary.
3. The Westminster Government have increased the Teachers' Pension Scheme employers' contribution rate from 16.5% to 23.6% from September 2019. This will cost £1.2m for the 5 months in 2020/21 which is a full year effect of £2.8m, with the £1.6m already added. It is 7% of the teachers' pay bill, but a 40% increase in employers' pension contributions.
4. It can be seen in the 'bids' part of this report (Appendix 2) that there is a recommendation to agree to fund bids worth £334k, towards the Education Department's transport budgets, which means that the cost of 'Education' increases again between 2019/20 and 2020/21. Certainly, having taken inflation of over £2.3m and teachers' pensions of £1.2m into consideration, the schools' budget will be much higher in 2020/21 than the 2019/20 level.
5. Whilst specific grants (worth £2m) for teachers' salaries and pensions have transferred into the settlement, a number of Welsh Government's specific grants continue in Education in 2020/21 on a similar level to 2019/20. Also, there will be a new grant for ALN which could be worth £280k for Education in Gwynedd.

APPENDIX 6

COUNCIL TAX

1. It is a key decision for the full Council's members to make, in light of the considerations presented here, to establish the exact level of Council Tax for 2020/21. The key to all of this is to strike an appropriate balance between the need to spend on services for the most vulnerable in our society, and the appropriate tax increase to be levied on the residents of Gwynedd.
2. In historical assumptions made in our medium term financial strategy, a figure of 3.5% was used, as an estimate of the average increase in Wales. For 2019/20, the Welsh Government's grant settlement was disappointing, and the tax had to be increased 5.8%.
3. This year, by 2020/21 it is recommended to increase the tax 3.9%, which would yield tax of £74.3m, including £2.7m of Premium yield and £2.8m of additional income towards the gap. This would equate to a Council Tax increase of £54.09 in a Band D property, or £1.04 a week. The tax raised by the community councils and the Police Authority would of course be additional to this.
4. Over 15.6% of households which are liable to pay tax in Gwynedd receive some element of assistance towards their Council Tax, and over 60% of properties in Gwynedd are in bands lower than band D. Every additional 0.1% of tax would adjust the funding gap we would need to find by around £71,460. Therefore, 0.5% would mean adjusting the funding gap by around £357,310 whilst 1% would mean adjusting the funding gap by around £714,620.
5. The increase in Gwynedd's Council Tax, together with the average increase across Wales since 2014/15, is shown below.

Year	Gwynedd	Wales
2019/20	5.8%	6.2%
2018/19	4.8%	5.0%
2017/18	2.8%	3.1%
2016/17	4.0%	3.7%
2015/16	4.5%	4.3%
2014/15	3.9%	4.2%
Total 2014-20	25.8%	26.5%
Average 2014-20	4.3%	4.4%

In 2019/20, Gwynedd Council's Band D Council Tax level was £1,376, while the average level of tax for the counties in Wales was £1,294.

<https://gov.wales/sites/default/files/statistics-and-research/2019-03/council-tax-levels-in-wales-april-2019-march-2020-651.pdf>

6. We do not yet know what the exact average increase across Wales will be for 2020/21, but the latest information I have is that the average across Wales will be around 4.5%. Therefore, the proposal made here is going to be lower than the Wales average for 2020/21, and therefore will comply with our long-term policy.
7. The choice between maintaining services and taxation is always difficult, of course, and it is a matter for all members to weigh things up and find a balance they consider to be appropriate. However, further to many informal conversations in the members' workshops, **a Council Tax increase of 3.9% is recommended, which would be a weekly increase of £1.04, or £54.09 annually, with a Band D tax of £1,430.31 for 2020/21.**

COUNCIL TAX PREMIUM YIELD ON EMPTY PROPERTIES AND SECOND HOMES

8. In the full Council meeting on 19 December 2019, it was decided to continue with the premium of 50% on second homes and on properties that have been empty for 12 months or more for 2020/21. It is estimated that the Council will receive £2.7m of additional income in 2020/21 by charging the Premium, and it is intended to earmark the money in a fund in order to implement the Housing Strategy, which aims to provide housing for young people in our communities.
9. All of the income and relevant expenditure to be addressed must be incorporated into the 2020/21 budget.

APPENDIX 7

BALANCES

1. Local authorities need a prudent level of 'working capital' balances to maintain adequate cash flow and meet unforeseen expenditure. It is foreseen that the Council will have general balances of £7.5m at the end of this financial year, representing around 1.8% of the Council's gross revenue expenditure.
2. We have noted, on more than one occasion, that due to the turbulent environment we will be facing in the years ahead, that it is appropriate to keep sums in reserve in order to deal with problems that could arise.
3. Nothing has happened in the meantime to change this opinion, with the increase in demand for care services, uncertainty due to Brexit and the Westminster Government's ongoing spending review, mean that the risk continues. Therefore, the need to ensure that we have appropriate balances to deal with any financial shocks is still relevant.
4. Having used £312k of the 2019/20 corporate underspend in order to finance the one-off bids, **it is recommended that we do not use general balances in 2020/21.**
5. **The Council has a number of specific reserves** established to meet specific expenditure needs. These are also part of the Council's budget of course, and have been scrutinised annually. Attention was given to the specific reserves by the Cabinet on 21 May 2019 and also the Audit and Governance Committee on 13 June 2019, when it was approved to transfer £4m from reserves and provisions towards corporate priorities / requirements. I review the level of these reserves continually, and **it is intended to hold another intensive review by May/June 2020**, to consider how much scope there will be for the Council to change its priorities within these reserves.
6. In their report "Meeting the Financial Challenges facing Local Authorities in Wales" (2014), the **Wales Audit Office (WAO) stated** (in paragraph 1.8):

*"Councils can use reserves to help them to balance their budgets where savings plans do not achieve the expected results or where income is less than anticipated. However, **financing recurrent expenditure from reserves would not normally be appropriate.** A prudent level of useable reserves is a key element of financial stability; the minimum appropriate level will vary dependent on an authority's known and potential liabilities and its spending plans. There are signs that a few councils are over-relying on general reserves to deal with budget shortfalls, rather than seeking more sustainable approaches, which often involve making unpopular decisions."*

This message was echoed in a recent feedback meeting with WAO, and they are expected to report soon on Welsh local authorities' financial sustainability and resilience.

7. Also, on 10 January 2020, the Welsh Government issued a statement on local authority reserves, which provides a useful context for our position and shows Gwynedd Council at a reasonable level in the middle of the Welsh authorities' range of usable reserves.

<https://gov.wales/sites/default/files/publications/2020-01/local-authority-reserves-2018-19.pdf>

8. I am convinced that the Council's use of specific funds (the Transformation Fund, etc) to finance one-off requirements (as they arise) is a totally appropriate action, and it is recommended that the Council's balances are not used to balance the 2020/21 budget.
9. Of course, the 2020/21 financial position could have been different. This year, the Council's balances have been a key instrument which allowed us to wait and see the grant settlement situation, before even considering any level of savings above the £2m. The existence of our balances 'bought time' and avoided 'scaremongering' about cuts which were not required for 2020/21. As we were not required to use balances this year to 'bridge' until additional savings schemes were approved and implemented, keeping the balances allows us to use the same logic again for the 2021/22 budget.

APPENDIX 8

EQUALITY IMPACT ASSESSMENT

1. The budget outlined here endeavours to continue to provide appropriate outcomes for all the county's citizens, but as there was insufficient increase in our income to meet the demand for services as well as inflation, we must implement the savings schemes already approved, together with the package of additional schemes which are in Appendix 3.
2. With savings, there is a possibility for us to have an impact which would disproportionately affect those with protected characteristics, but the departments responsible for the savings have proposed efficiency savings schemes rather than cuts. Also, the individual savings schemes have been the subject of appropriate impact assessments which support the financial decisions presented here. Where appropriate, in Appendix 3, there are relevant comments opposite the individual schemes.
3. Our aim was to ensure that our financial decisions conform with the requirements of the Equality legislation, namely:
 - Eliminate illegal discrimination, harassment and victimisation, and any other conduct prohibited by the Act.
 - Promote equality of opportunity between people who share a relevant protected characteristic and those who do not.
 - Encourage good relations between those who share a protected characteristic and those who do not.

In assessing, we had attempted to identify how to make the best of every opportunity to improve equality as well as trying to avoid or mitigate any negative impacts to the best of our ability.
4. In planning our budgets for the continuation of the Council's services, our accountants have given consideration to equality on every level, by utilising data and evidence in relation to demography and trends by planning at a strategic level. In the same way (but more specific) when coming to decisions on individual savings schemes, the Council's heads of department have analysed the impact of schemes on services, and monitored the impact appropriately.
5. The recommended budget does more than meet inflation costs. It also attempts to ensure that unavoidable financial pressures being placed on services (due to greater demands from increasing numbers of clients, pupils, etc) are also addressed by making conscientious and reasonable budgetary decisions (see the additional expenditure requirements, including 'demography', in part 3 of the report).
6. Each service has the right to submit a bid for resources if it considers that additional funding is required to ensure that services continue. The sums seen under the "service pressures" heading is recognition that the Council provides sufficient funding to ensure that our financial arrangements do not have a detrimental impact on the level of services provided. Full details are given in Appendix 2 and it can be seen that a substantial part (over £4m) of the total sum of permanent revenue bids (£4.34m) is going to social care (including Homelessness, Adults' Care and Childrens' Care), and the majority of the remainder (£334k) will go towards school transport for pupils with special needs.

Assistance was received from Delyth Gadlys Williams, the Council's Policy and Equality Officer when completing this form.

EQUALITY IMPACT ASSESSMENT

The Council is required (under Equality Act 2010) to consider the impact of a change in any policy or procedure (or the creation of a new one) on people with protected equality characteristics. The Council also has additional general duties set out in part 2b. A timely equality impact assessment must therefore be made before making a decision on any relevant change (i.e. one that affects people with a specific protected characteristic).

1 Details

1.1 What is the name of the policy / service in question?

2020/21 Savings

1.2 What is the purpose of the policy / service that is being created or changed? What changes are being considered?

Savings to meet the funding gap that the Council faces in the 2020/21 Budget. Each Department had a target, originally of 0.78% of their gross budgets, which was a total of £2 million. This was reduced to £1.062 million following an assessment of the proposals, and not implementing those which could have an impact on residents.

1.3 Who is responsible for this assessment?

Dafydd L Edwards, Head of Finance

1.4 When did you begin the assessment? What version is this?

An informal assessment took place before the Cabinet on 17/12/19. This formal assessment began on 31 January 2020.

2) Implementation

2.1 Who are the partners that you will have to work with to carry out this assessment?

The Council's Departments
The people of Gwynedd
Members of the Scrutiny Committees and Audit & Governance Committee
The Cabinet
Elected Members in Budget Workshops

2.2. What steps have you taken to engage with people with protected characters?

During 2018 a consultation took place called “Which Services are Important to You?” to identify what the people of Gwynedd’s priorities were in order to make budgetary decisions for 2019-22. This consultation will be used for the three years.

For the purpose of the new savings for 2020/21 in this Budget, discussions were held in meetings of the Scrutiny Committees and the Audit & Governance Committee, in order to scrutinise all the Departments’ proposals (worth £2m).

4 Budget Seminars were held – 1 in Dolgellau, 1 in Pwllheli and 2 in Caernarfon to look at the budget, including the savings (worth £1.062m to be presented for decision).

2.3 What was the result of the engagement?

The consultation “Which Services are Important to You?” showed that the majority of the people of Gwynedd felt that Social Services and Education were the most important services to protect.

As a result of the scrutiny, it was decided to restrict the savings to £1.062m, being the proposals that should not have an impact on residents (see the Cabinet report of 17 December 2019 which includes a table from the Chief Executive which ranks the saving in terms of impact).

2.4 What other information informed the way you operate?

The 2020/21 Budget and savings plans are presented in the context of the Welsh Government's Grant Settlement to local authorities in Wales, which provides adequate additional resources to address inflation, but not enough to address the additional demand, mainly increased demands for social care, children and adult services.

Therefore, in order to give priority to the vulnerable people in Gwynedd who receive care services, savings must be prioritised and achieved in areas with less impact.

Council Departments' information – the Departments have a core knowledge of their services. They have looked carefully at their work and have identified further savings that will not have an impact, or have a small impact, on the residents of Gwynedd. They have been able to do this because of things like changes in technology, or better practices.

2.5 Are there any gaps in evidence that need to be gathered?

No

3) Identifying the Impact

3.1 The Council must give due regard to the impact any changes will have on people with equality characteristics. What impact will the new policy/service or the proposed changes have on these characteristics? You are welcome to add further characteristics if you wish.

Characteristics	What type of impact?	In what way? What is the evidence?
Race (including nationality)	None	No impact has been identified on this characteristic, but it is necessary for the Departments to ensure they monitor and identify and mitigate any impacts which are highlighted during implementation.
The Welsh language	None	No impact has been identified with regard to the Welsh language, but it is necessary for the Departments to ensure they monitor and identify and mitigate any impacts which are highlighted during implementation.
Disability	Negative	The Adults' Department has identified the possibility of an impact, but not a significant impact, on those who use their services. This Department will need to ensure that they mitigate any impacts.
Gender	None	No impact has been identified on this characteristic, but it is necessary for the Departments to ensure they monitor and identify and mitigate any impacts which are highlighted during implementation.
Age	Negative	The Adults' Department has identified the possibility of an impact, but not a significant impact, on those who use their services. An impact, but not a significant impact, has also been identified with some of the Education Departments' proposals. The Departments will need to ensure that they mitigate any impacts.
Sexual orientation	None	No impact has been identified on this characteristic, but it is necessary for the Departments to ensure they monitor and identify and mitigate any impacts which are highlighted during implementation.
Religion or belief (or lack of belief)	None	No impact has been identified on this characteristic, but it is necessary for the Departments to ensure they monitor and identify and mitigate any impacts which are highlighted during implementation.
Gender reassignment	None	No impact has been identified on this characteristic, but it is necessary for the Departments to ensure they monitor and identify and mitigate any impacts which are highlighted during implementation.

Pregnancy and maternity	None	No impact has been identified on this characteristic, but it is necessary for the Departments to ensure they monitor and identify and mitigate any impacts which are highlighted during implementation.
Marriage and civil partnership	None	No impact has been identified on this characteristic, but it is necessary for the Departments to ensure they monitor and identify and mitigate any impacts which are highlighted during implementation.

3.2 It is the Council's duty, under the Equality Act 2010, to contribute positively to a fairer community by promoting equality and good relationships in their activities in the areas of age, gender, sexual orientation, religion, race, transgender, disability and pregnancy and maternity. The Council must give due regard to the way any change affects these duties.

General Duties of the Equality Act	Does the policy have an impact?	In what way? What is the evidence?
Remove illegal discrimination, harassment and victimisation	No	The impact mentioned in 3.1 is not thought to be sufficient to lead to discrimination, harassment or victimisation.
Promoting equal opportunities	Possibly	As an impact has been identified, careful action will have to be taken to ensure that the changes do not affect this duty.
Encouraging good relationships	Possibly	As an impact has been identified, careful action will have to be taken to ensure that the changes do not affect this duty.

4) Analysing the results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the equality characteristics or the General Duties and what is the reason for this?

No significant, positive impacts have been identified as a result of implementing savings, but there will be a generally positive impact on the continuation of the services considered a priority for protection and funded to the level of additional demand.

4.2 Is the Plan therefore likely to have a substantial, negative impact on any of the equality characteristics or General Duties and what is the reason for this?

An impact has been identified, but it is not thought to be substantial, as these are efficiency savings rather than cuts.

4.3 What should be done?

Select one of the following:

Continue with the plan as it is robust	
Adapt the plan to remove any barriers	
Suspend and abolish the plan as the detrimental impacts are too large	
Continue with the plan as any detrimental impact can be justified	X

4.4 If continuing with the plan, what steps will you take to reduce or mitigate any negative impacts?

The Departments will work to ensure they will mitigate any negative impacts.

4.5 If you do not take further action to remove or reduce negative impacts, explain why here.

See above.

5) Monitoring

5.1 What steps will you take to monitor the impact and effectiveness of the plan (action plan)?

The savings will be challenged in the Performance Challenge Meetings 3 times per year and will be presented to Cabinet as part of the individual Cabinet Members' performance reports. Also, the Savings Overview report will be presented to the Cabinet and to the Audit & Governance Committee three times per year.

APPENDIX 9

WELLBEING OF FUTURE GENERATIONS (WALES) ACT 2015

1. The work of planning and preparing the recommendations has taken place within the context of the above Act's requirements. Although the recommendations are derived from difficult financial choices, the Council has acted on the basis of the principle of acting in a way that addresses the statutory duty in Section 3 to undertake sustainable development and achieve the Council's Wellbeing Objectives. This is addressed by identifying and evaluating options for savings, but also in decisions and choices from the perspective of providing sufficient resources in order to support an appropriate level of services.
2. This budget reflects the following five ways of working that the Council is required to consider when applying sustainable development.
 - Looking to the long term - The budget plans for the future, identifying future needs and demand for services, taking a strategic approach to ensure services are sustainable.
 - Understanding issues and preventing them – The budget process facilitates an understanding of the financial position, so that issues can be tackled at the source. Also, the series of Members' Workshops have aided an understanding of the financial strategy.
 - Taking an integrated approach – Gwynedd Council's policies and budgeting practices, and this year's budget proposals have been considered from the perspective of all well-being goals.
 - Working in a collaborative way – Where better services can be provided by collaboration and working with partners, the budget process and savings strategy encourages this, internally and externally, where that is more sustainable.
 - Including the population in decisions – Part of the budget process and long-term savings strategy included engagement with residents, customers and partners.
3. Main conclusions for the 2020/21 budget regarding the 7 well-being goals:
 - Prosperous – Neutral (add to the resources of services which put an end to poverty)
 - Resilient - Positive (prudential long-term approach to funding services and enable the Council's Plan)
 - Healthier – Positive (funding Dementia Units, and other 'Care' requirements)
 - More Equal - Positive (taxing in order to fund 'welfare' services)
 - Cohesive Communities – Neutral (continue to fund services that protect people)
 - Culture and Language – Positive (by funding bilingual services)
 - Globally Responsible – Neutral (continue to fund digital, environmental and cooperative projects)
4. Regarding specific financial savings schemes, as part of the corporate and departmental savings regime, where appropriate there was a specific wellbeing assessment for each individual scheme, and consideration thereof in the scrutiny committees organised to consider them and to prioritise savings to be implemented.
5. Generally, coupled with the Council's Plan and Wellbeing Objectives, this budget supports the Council to realise strategic objectives.

APPENDIX 10

ROBUSTNESS OF ESTIMATES

1. Section 25 of the Local Government Act 2003 requires the Chief Finance Officer to report on the robustness of budget estimates and the adequacy of the proposed financial reserves. Appendix 7 outlines the position of the balances and reserves, while this appendix confirms the robustness of the budgetary estimates which are the basis of the budget.
2. Budget estimates are based on assumptions of future expenditure and income and contain an element of assumption risk. The impact of this risk can be mitigated through contingency plans, contingency budgets and financial reserves.
3. The robustness of budget estimates is not simply a question of whether they are correctly calculated. In practice, many budgets are based on estimates or forecasts, and there will be an element of risk as to whether plans will be delivered and targets achieved. Different risks to the budget are considered below:
4. **Inflation Risk** – This is the risk that actual inflation could turn out to be significantly different to the assumption made in the budget. For 2020/21, inflation has been allowed based on the latest information about pay awards and prices, but there is a risk that inflation will rise again during 2020/21, and uncertainty over the probable rise. A rise in inflation may add to the Council's costs, but that could be alleviated through the use of a contingency budget, if necessary.
5. **Interest Rate Risk** - Interest rates may affect the budget through the interest earned - i.e. an interest rate rise would increase income. In accordance with the Council's Investment Strategy (a subsequent item on this meetings' agenda), the budget is not dependent on excessively high returns. Interest rates continue at a historical low and are not likely to increase until at least 2021/22. Therefore, the interest rate risk is considered low and would compensate for the risk of inflation as one is likely to increase with the other.
6. **Specific Grants Risk** - There are risks attached to the large number of specific grants from Welsh Government, and other bodies which support a proportion of Council expenditure. Some of these could be reduced, or be cut altogether, and we don't have a complete picture as the financial year begins. When the grant ceases, so must the associated expenditure, but contract terms may mean that expenditure cannot be cut as quickly as the grant, or severance costs may need to be funded. Further, the activity funded may be so important to the delivery of the Council's own priorities that the Council decides to continue with the expenditure (such as the £500k Children's grant for 2020/21). We will mitigate this risk by ensuring that we have the best information available about grants, but the funding bodies (Government, etc) control this position.
7. **Income Risks** – The budget is based on securing a specific increase in fees which is equal in value to the increase in the relevant service costs. If demand for Council services falls, and income targets are not achieved, that may cause overspending on service budgets. The actual budget position will require careful monitoring during the year and, if necessary, spending may need to be cut back to match reduced income. This will not be possible with some large corporate budgets, where estimated income must be set at a prudent level.

8. **Savings Risks** – One significant risk in current circumstances is that the Council is over-optimistic regarding the savings that will be achieved. If these projects should run into difficulties and fail to achieve the savings taken out of the budget, significant overspendings could occur. In accordance with normal practice, we will mitigate this risk by ensuring that savings schemes are owned by departments and Cabinet members, and by monitoring relevant progress regularly. Also, by 2020/21, we have made a prudent estimate of the value (£0.9m) of previous years' approved savings that we will be able to harvest.
9. **Staff Redundancy Costs** – Some services restructure their staff in order to achieve savings, with staff being released through redundancy. Where appropriate, the cost of redundancies is funded from a central contingency reserve, and an appropriate sum has been earmarked for this purpose, which mitigates the risk.
10. **Council Tax Premium** – When deciding on the Tax Base, a prudent assessment was made of the number of second homes and empty properties to include in the calculation. There is a risk that the number of properties subject to the premium have been over estimated and that the income collected is lower than the amount estimated (due to properties transferring to the business rates list). We are managing this risk by employing inspectors who check the facts, and by not committing all of the possible tax yield from the Premium until the position becomes clearer.
11. **The Statutory Finance Officer's Opinion** – Having considered all the risks noted above and the mitigating actions, the Head of Finance (Section 151 Officer) is of the opinion that the budgets are robust, sufficient and achievable.

GWYNEDD COUNCIL CABINET



Report to a meeting of Gwynedd Council Cabinet

Date of meeting:	18 February 2020
Cabinet Member:	Councillor Dafydd Meurig
Contact Officer:	Aled Davies
Contact Telephone Number:	01286 682815 Ext. 34815
Title of Item:	A bid for funding from the transformation fund to finance the community dementia support services scheme (including Dementia Go) for two years.

1 THE DECISION SOUGHT

The Dementia Support Services in the Community Scheme (which includes Dementia Go), was supported by the Gwynedd Council Cabinet meeting on 4 June 2019 by allocating £97,660 from the Transformation Fund. Following the initial success we are now asking for this period to be extended for two years, until March 2022, in order to use the time to establish a formal method to measure the impact of the programme and to evidence the link between attending Dementia Go classes and the social and health care provision over a period of time. An application is made for £200,000 to fund two full-time posts (in Pwllheli and Porthmadog) and two 7-hour a week posts, based in Tywyn and Caernarfon. Equipment, transport and training costs are included in this amount.

2 THE REASON FOR THE NEED FOR A DECISION

The Dementia Support Services in the Community Scheme has been established since 2016 to support individuals living with dementia, along with their families, through different activities in 12 community centres across Gwynedd. Detailed engagement work was undertaken with the attendees of Dementia Go classes and other activities, to measure the value of the Scheme from their perspective, that of their families and professionals in the health and care arena who have witnessed the impact of the programme on individuals.

This is the independent conclusion of researchers from the Council's Research and Analytics Team:

"There are many pieces of qualitative information that testify that the DementiaGo programme offers benefit to individual attendees by enabling them to live a better and more independent life."

It is further stated:

"From the evidence submitted, it appears that the DementiaGo programme is a good example of a locally planned project in terms of what local users need, and has been able to adapt and develop over time without much bureaucracy or associated "system" barriers.

In addition, it appears that the project was successful in terms of cutting across organisational boundaries in order to co-produce a plan from the viewpoint of the user."

The final recommendation of the report is that a longer period of time is required to evidence the link between attending the DementiaGo programme and the social and health care provision and that this needs to be addressed as the programme develops. This involves tracking care packages provided to users after they commence the programme, and comparing them with 'similar' cases who have not attended DementiaGo.

Funding is requested for an extended period of two years from the Transformation Fund to be able to undertake this all-important research. This will enable us to highlight the strengths of the programme in strengthening the individual's well-being and, as a result, we hope to be able to provide evidence that the Plan is making financial savings for the Council in the long term.

3 INTRODUCTION

The budget until the end of March 2022 requested above is a way of achieving the five following work fields:

- Living well with Dementia: Community physical activity classes. 12 classes in every part of Gwynedd with an emphasis on physical and social well-being
- "Moving Moments" Project - Gwynedd Council Care Homes. Maintain support for Gwynedd Council residential homes to support the mobility of residents by encouraging light physical exercises and creating a fun environment at the same time.
- Train groups and communities through the "Dementia friends" programme which equips Gwynedd residents with better knowledge and understanding of the dementia condition. It eliminates the stigma surrounding dementia.
- Support and empower people living with dementia and their families. A branch of the DEEP group was established: Dementia Empowerment and Engagement Project to give a voice to people living with dementia.
- Quality of life and connecting people. Social events are offered such as the Boccia League where groups of vulnerable people, including Dementia Go classes, compete against each other in a fun and supported environment.

4 THE RATIONALE AND JUSTIFICATION FOR RECOMMENDING THE DECISION

The Research and Analytics Team has estimated the number of people currently living with dementia in Gwynedd namely 2,049 which is 1.67% of the population. They have drawn attention to one striking statistic, namely that it is estimated that the Dwyfor-Meirionnydd electorate has a particularly high rate of people living with dementia, namely 2.06% of the population. This is based on the older age profile of this area and this is the fourth highest rate among the 650 electorates in Britain.

They draw attention to the fact that national studies estimate the cost of the condition per case with costs varying with the severity of the condition, from approximately £26,200 per year for less serious cases, to £39,300 for moderate cases, to £41,200 in the most serious cases. These costs include health care, social care (whether or not it falls on local authorities or a contribution from the individual / family towards the costs), and the proportionate costs of friends and families providing unpaid care. They have estimated the total annual cost of dementia in Gwynedd and how much of this cost is likely to fall on the Council, and it is noted that the annual amount is £11 million.

This is the conclusion of the Research and Analytics Team about the work of the Dementia Support Services Scheme:

"If there is a saving to be made, then only a small number of 'successful' cases would be required in order for that saving to be quite a substantial one:

Based on the cost of implementing the DementiaGo programme (approximately £100k in 2019/20), and the standard cost of dementia nursing care (£662.53 per week in 2019/20), should the programme succeed to delay the transfer of some individuals to care for, say, only six weeks each - then the programme would pay for itself based on approximately 25 such cases across Gwynedd every year."

The DementiaGo Scheme is unique to Gwynedd and has been recognised on a British level at the Alzheimer's Society Awards in London on 14 November 2019 in the 'Trailblazer of the Year' category. The work has been nominated for a National Awards sponsored by Social Care Wales and a team of judges has visited a Dementia Go class on 28 January 2020. We are firmly of the opinion that the work of this Scheme supports the well-being of individuals and their families: attendees themselves evidence this consistently.

These are some of their comments:

"I feel fitter and stronger and I do my very best to live well with my

Parkinson's and Dementia - and this is all down to being able to attend the DementiaGo classes"

"The group has brought me out of my shell, I don't feel low any more... being among people with similar problems to me and who understand what I am living with"

"I genuinely love attending the classes. They make me feel happy and give me more energy."

5 NEXT STEPS AND TIMETABLE

We will proceed to establish the research work on the firm basis of being successful in this application. The Research and Analytics Team will outline how and which new cases will be tracked against other individuals who do not attend Dementia Go sessions. The DementiaGo Team will be involved in how to present the research to suitable users by being open with them from the offset about the aim of the research and to receive their permission, along with their family's permission. We will meet regularly with the Research Team to structure the work and timetable it over the two years with the aim of publishing the results in a report within two years.

In the meantime, the Team will proceed to develop services based on regular feedback from attendees. We will continue to welcome the increasing number of external people who take an interest in the work programme and who wants to learn from its successes.

6 ANY CONSULTATIONS UNDERTAKEN PRIOR TO RECOMMENDING THE DECISION

Chief Finance Officer :

I note this is a request for £200,000 of one-off resources from the Council's Transformation Fund. There will be several deserving applications emanating from the Council Plan competing for scarce resources from the Transformation Fund. It is a matter for Cabinet members to prioritise the applications that will make a difference when allocating resources from the Fund. I confirm that there is sufficient provision to finance the plans that have been presented to Cabinet, and that there is further money available from the Fund for some projects that will come to future Cabinet meetings for approval.

Monitoring Officer:

No comment to add in relation to propriety.