



Complete Agenda

Democracy Service
Swyddfa'r Cyngor
CAERNARFON
Gwynedd
LL55 1SH

Meeting

EDUCATION AND ECONOMY SCRUTINY COMMITTEE

Date and Time

10.30 am, THURSDAY, 23RD MARCH, 2023

NOTE: A BRIEFING SESSION WILL BE HELD FOR MEMBERS AT 10.15AM

Location

**Multi-location Meeting - Siambr Hywel Dda, Council Offices, Caernarfon /
Virtually on Zoom**

*** NOTE**

This meeting will be webcast

https://gwynedd.public-i.tv/core//en_GB/portal/home

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(DISTRIBUTED 15/03/23)

EDUCATION AND ECONOMY SCRUTINY COMMITTEE

MEMBERSHIP (18)

Plaid Cymru (12)

Councillors

Jina Gwyrfai
Dawn Lynne Jones
Gareth Tudor Jones
Gwynfor Owen
Huw Rowlands
Rhys Tudur

Iwan Huws
Dewi Jones
Olaf Cai Larsen
Llio Elenid Owen
Paul John Rowlinson
Sasha Williams

Independent (6)

Councillors

Elwyn Jones
Beth Lawton
John Pughe Roberts

Gwilym Jones
Dewi Owen
Richard Glyn Roberts

Ex-officio Members

Chair and Vice-Chair of the Council

CO-OPTED MEMBERS:

With a vote on education matters only

[vacant seat]	Church in Wales
Colette Owen	The Catholic Church
[vacant seat]	Meirionnydd Parent/Governors Representative
Karen Vaughan Jones	Dwyfor Parent/Governors' Representative
Manon Williams	Arfon Parent/Governors' Representative

Without a Vote

[vacant seat]	
Dylan Huw Jones	NASUWT

A G E N D A

1. APOLOGIES

To receive any apologies for absence.

2. DECLARATION OF PERSONAL INTEREST

To receive any declarations of personal interest.

3. URGENT BUSINESS

To note any items that are a matter of urgency in the view of the Chair for consideration.

4. MINUTES

5 - 11

The Chair shall propose that the minutes of the previous meeting of this committee held on 2nd February, 2023 be signed as a true record.

5. NORTH WALES GROWTH DEAL - QUARTER 3 2022-23 PERFORMANCE REPORT

12 - 36

Cabinet Member – Councillor Dyfrig Siencyn

To consider a report on the above.

6. EDUCATION AND THE WELSH LANGUAGE: A NEW VISION FOR THE IMMERSION EDUCATION SYSTEM TOWARDS 2032 AND BEYOND

37 - 43

Cabinet Member – Councillor Beca Brown

To consider a report on the above.

7. WORKFORCE PLANNING

44 - 52

Cabinet Member – Councillor Menna Jones

To consider a report on the above.

8. FINANCE PERFORMANCE CHALLENGE MEETINGS

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To nominate a representative to attend the Finance Department Performance Challenge Meetings.

EDUCATION AND ECONOMY SCRUTINY COMMITTEE 2/02/23

Present:

Councillors: Beth Lawton (Chair)
Cai Larsen (Vice-chair)

Councillors: Jina Gwyrfai, Iwan Huws, Dawn Lynne Jones, Dewi Jones, Elwyn Jones, Gareth Tudor Jones, Dewi Owen, Gwynfor Owen, John Pughe Roberts, Richard Glyn Roberts, Huw Llwyd Rowlands, Paul Rowlinson and Rhys Tudur.

Co-opted Member: Manon Williams (Parent / Governor Representative for Arfon).

Officers in attendance: Bethan Adams (Scrutiny Advisor) and Eirian Roberts (Democracy Services Officer).

Present for item 5: Councillor Nia Jeffreys (Deputy Leader), Roland Evans (Assistant Head of Culture), Sian Jones (Tourism, Marketing and Events Manager) and Angela Jones (Partnerships Manager, Eryri National Park Authority).

The Chair thanked the former members of the Committee, Councillors Elin Hywel, Louise Hughes and Gruffydd Williams, Ruth Roe (Parent / Governor Representative for Meirionnydd) and Roger Vaughan (UCAC representative) for their contribution, and she welcomed Councillors Elwyn Jones and John Pughe Roberts back on the committee.

Condolences were extended to the family of Dilwyn Elis Hughes, who had represented UCAC on this committee for many years, and the members stood in silence as mark of respect and remembrance.

1. APOLOGIES

Apologies were received from Councillors Gwilym Jones and Sasha Williams; Colette Owen (The Catholic Church) and Karen Vaughan Jones (Parent / Governor Representative for Dwyfor) and Councillor Dyfrig Siencyn (Leader) (Item 5).

2. DECLARATION OF PERSONAL INTEREST

No declarations of personal interest were received.

3. URGENT ITEMS

None to note.

4. MINUTES

The Chair signed the minutes of the previous committee meeting held on 8 December, 2022, as a true record.

5. GWYNEDD AND ERYRI 2035: GWYNEDD AND ERYRI SUSTAINABLE VISITOR ECONOMY STRATEGIC PLAN

The Deputy Leader and officers from the Economy and Community Department were welcomed to the meeting.

Submitted – the report of the Leader and Deputy Leader inviting the committee to scrutinise:-

- Whether the Strategic Plan for a Gwynedd and Eryri Sustainable Visitor Economy corresponded with the Council's ambition and priorities for a Sustainable Visitor Economy in the future (Appendix 1 to the report submitted to the committee);
- Whether the joint operating structure with the National Park Authority was suitable (Appendix 2); and
- The arrangements for establishing the New Sustainable Visitor Economy Partnership to steer the implementation of the Action Plan (Appendix 3).

The Cabinet Member set out the context. The Assistant Head of Culture gave an overview of the contents of the report and the plan, and the Partnerships Manager – Eryri National Park Authority expanded on the partnership's structure and actions.

Members were given an opportunity to ask questions and offer observations.

Individual members made the following observations:-

- It was suggested that since tourism in Gwynedd and Eryri was largely based on the landscape, landowners should be represented on the partnership.
- A member noted that elements that were relevant to the discussion were missing from the report and the appendices. There was a tendency to avoid possible disagreement and conflict over resources. There was mention of the potential effect on the Welsh language, but that effect was certain. There was no reference either to the effect on the health service and the police during the visitor season.
- A member expressed dissatisfaction that we, as a Council, relied on the National Park, a body that had no democratic accountability attached to it, to be a part of the partnership with us.
- It was noted that none of the plans that formed part of the Overnight Stay Scheme were within the Park area, which therefore did not solve the problem where most of the tourism was. The case study also referred to plans for the mountains and footpaths, but since the main thing for us was the people living in the park, where were the plans for the towns and villages in the Park? Also, the plans for the seaside were missing from the plan. *(As the Partnerships Manager – Eryri National Park Authority had had to leave the meeting for a while, the Scrutiny Advisor was asked to forward the member's comments to her.)*
- It was noted that this was a very commendable strategic plan. It was good to see both authorities working together closely, and the Deputy Leader and the officers were thanked for their collaboration.
- A member expressed disappointment that the officer from the Park had had to leave the meeting, and noted that a senior officer from the Park should have been part of this discussion.
- It was noted that the work carried out by the Assistant Head of Culture on the UNESCO World Heritage Site Management Plan had forced the joint-working between the two authorities to a degree, as most of the slate areas were outside the Park's boundaries, but they were where the communities of Gwynedd lay. As such, sometimes we had to put boundaries aside, and tourism was a sector that did not respect boundaries.
- The new tourism objectives were praised, and a member suggested that this report led the way in terms of beginning to consider the impact of tourism on community, language and culture – something that became very evident to people during the lockdowns when there were no tourists in Gwynedd.
- It was noted that it was very ambitious to try to have the three levels of the partnership to collaborate, as everyone would want to be involved in the partnership on the political side.
- It was suggested that should the Tourism Tax come into force, the partnership and the operational group would be an excellent way of determining the grants to be allocated from any fund that would be available for that purpose.

- Concern was expressed that the committee had not had an opportunity to respond to the Welsh Government's consultation on a Statutory Licensing Scheme for Visitor Accommodation Providers in Wales, which would end on 17 March, and the member asked what the Council's response to this was.
- It was suggested that although there were commendable principles and aspirations in the strategic plan, there was no direction on how they would be implemented or how to measure them in future.
- A member noted that there was nothing in the strategy at present that addressed tourism over-development, and that attracting tourism was the ongoing message. A member acknowledged that there were benefits, e.g. more toilets, seasonal work, etc., but we were not managing the market in any way, and the member did not believe that we could do that with the strategy in its current form.
- It was suggested that there was a tendency to express what we wished to see, rather than what we did not wish to see. It was believed that some developments were unsustainable to communities. We should model based on what we were attempting to avoid, and the plan should refer to that.
- It was noted that tourism was to be welcomed, and was part of the economy, but the challenge was to make it sustainable so that the people of Gwynedd experienced economic benefits from it, and not just seasonal jobs. Also, that our language, culture and heritage were protected, that there were homes for people to live in them, and that the county did not turn into a large holiday park.
- It was suggested that if they were to develop bus networks, larger car parks should be created in towns such as Caernarfon and Porthmadog on the outskirts of the Park, so that visitors did not visit only one location in Gwynedd or within the Park. To the contrary, it was noted that running buses from the towns would take employment away from the Eryri area, as it would encourage people to return straight to the towns, rather than staying and spending their money locally within the Park.
- A member noted that they welcomed the proposal to establish five overnight sites across Gwynedd. It was suggested, for example, that land close to the Foryd in Caernarfon could be used for this kind of development, with the Town Council managing the site and the profits going to the community. There might also be community groups throughout the county that could undertake this type of work, with the profits being transferred to those communities. The enforcement element was also emphasised, to ensure that the sites were kept clean and tidy.
- A member praised the excellent work of the Timau Tacluso Ardal Ni (tidying teams) and emphasised the importance of protecting this investment during these challenging financial times, as it was making a real difference to communities across Gwynedd.
- It was suggested that there was no purpose in using public money to market Gwynedd and Eryri during a period of cuts, as plenty of people already knew about the area, and it would be better to focus on improving the infrastructure of Gwynedd and the Park, and to leave the marketing to Visit Wales.
- It was noted that one feature of inward migration was people moving into the area, buying houses and then converting them to have an income – it was not believed that such tourism should be supported. Rather, we should be supporting tourism where the assets being used, whether land or buildings, were in the hands of local people, and tourism that provided employment for the local people, albeit not too many jobs so as not to encourage a further population influx.
- It was noted that the general feeling was that wages were too low for those employed in the tourism sector, and it would be useful to know the average salary figures in the field. Considering that it was difficult to fill jobs in tourism, and that unemployment was not a major problem locally, we must ask whether these jobs were needed at all? Also, the visitors sector was very dependent on employing children, suggesting that the pay was very low, but the report did not refer to this.
- It was noted that companies could not get enough people to work for them, even companies that sustained tourism all year round – such opportunities must be promoted to the local people, and the businesses themselves also supported.

- It was noted that the tourism sector in Gwynedd contained a very large range of businesses, and many of these were small businesses, and if the principles were to be implemented fully and effectively, we must ensure that the entire sector buys in to this.

In response to the observations and questions from members, the following was noted:-

- Officers agreed that landowners should be represented on the partnership, and the draft terms of reference would be revised to include representatives from the farming unions or representatives from amongst the landowners.
- It was important to have representation from the emergency services on the partnership because of the additional pressure during the holiday season. With regard to the reference to possible conflict over resources, the partnership would be a medium for an open and honest discussion between everyone, and all parties wished to work together and address the problems. It was further noted that we needed to convey this message to people wishing to visit the area, regarding the need to respect the environment, etc., and it was hoped to work on these kinds of messages through the plan. Also, there was close collaboration taking place with Bangor University that had managed to secure grants for the purpose of conducting research to identify the effect of the visitor economy on the Welsh language, and this work would hopefully lead to updated and current evidence which would steer the future priorities of the visitor economy plan.
- In terms of targeting funding for financing the priorities, it was noted that the service was looking at several funding streams. Some bids had already been submitted to fund some of the projects highlighted in the strategic report – they might be lottery funds, Welsh Government funds or UK Government funds. There was also a dedicated fund available through Visit Wales to support destination management work, and we had been quite successful in targeting this funding in the past. Funding had been secured for parking and toilet facilities, and this was the same fund that financed the 'aires' scheme. Investment from this fund had also been made in Parc Glynllifon and Parc Padarn, and the service was currently looking at the opportunities arising from the Shared Prosperity Fund for supporting businesses, for the cultural issues that had arisen from the plan, the World Heritage Site designation and the activity stemming from the Visitor Economy Plan. The coastal offer would be given consideration there. In the feedback received from the groups, the immense pressure on the infrastructure and the need to invest in it was a recurring factor by members and community and business representatives. As a result, the Council had carried out a review of the coastal infrastructure, and there was work underway across departments to look at possible funds to target.
- The Council would respond to the consultation on the Statutory Licensing Scheme for Visitor Accommodation Providers in Wales, and the members were welcome to present any comments so they could be incorporated in the response.
- The service had been studying good practice internationally to measure activity in terms of destination management and sustainable tourism, and they used the figures and statistics for reporting on economic matters. By now, they looked at a wider family of statistics and indicators to set the direction and assist in terms of demonstrating progress on specific projects. A research group had been established to look at the exact matters that the member had raised, in order to ensure that we had targets and indicators that would inform the process, and also as a means of reporting back to members, businesses and communities on any progress or lack thereof. It was also noted that work was being done on the assets for communicating and maintaining contact with businesses. The member enquired further whether this could be incorporated as an appendix to the strategic plan, so that everyone was clear that these indicators were a part of it. In response, the officer noted that it was essential that this work was integrated and influenced the main aims and objectives. They further explained that the indicators had been removed from the initial draft of the plan, so that the new partnership could take ownership of their action plan, and there would be an annual review of our milestones prior to the partnership agreeing on the indicators. We had focused on around 50-60 indicators to measure the effect of each one of the principles, with the aim of presenting them to the partnership, asking them to identify our priorities and the indicators tracked by us during the year, as well as the expected outcome

from the actions. This would be an annual process which would be reviewed and updated in response to the priorities of the visitor economy and those of our communities, and it was hoped that this would come out clearly in the process of establishing the partnership and as it matured.

- With regard to over-development of tourism and management of the market, although it was a possibility that some parts of the county could develop / offer a visitor economy and draw people out of the busiest areas, it was not believed that the plan sought to attract more visitors to Gwynedd, particularly during the summer. The intention would be to encourage visitors to come at different times, and to visit different areas, and also target the overseas markets, also ensuring that there were more and better employment opportunities locally. It was also aimed to create more career opportunities within the visitor economy locally. The Council also wished to develop community tourism so that the benefits would be returned to the local community. This was all a challenge, but it was hoped that by working in partnership, we could respond to the challenge.
- In terms of highlighting the type of tourism we would wish to avoid; the balance was difficult. We want visitors to come here, but also want them to respect our language, our culture and our environment, so that tourism brought the greatest benefit to the local people.
- With regard to parking in Eryri, the Park had its sustainable transport plan which looked at developing more hubs around the Park in order to transport people in, and there were regular discussions taking place between the Park, Gwynedd Council, Conwy Council and Transport Wales about implementing that strategy.
- The overnight stay scheme will be developed with funding from Visit Wales's *Pethau Bychain* fund. This was a project led by the Environment Department, with support from the Economy Department, and planning applications had recently been submitted for five sites based in the Council's car parks – the Shell car park in Caernarfon, Parc Padarn, Cricieth, Pwllheli and Barmouth. We had also planned to have a scheme in Tywyn but had failed to identify a location. It was explained that this was a pilot scheme, and the research that had been conducted to explore the interest, the regulatory work and the communities' feedback was available for any businesses or communities that were keen to develop their own schemes. In terms of the management aspects, the Public Protection Service would implement an enforcement package over the next few months in order to target specific locations that had been truly problematic over the past two to three years. There would be communication needed in terms of the good practice and the expectations on those people who would be using the overnight stays.
- The Council had not marketed Gwynedd at all during Covid, or afterwards, and the budget for marketing had been cut significantly over the years. It was explained that Visit Wales tended to focus on Wales as a brand, rather than marketing different areas of Wales, and that there was room for the Council to market or create a campaign to target specific audiences, or encourage people to visit the area at specific periods, or indeed not to visit the area at particular times as well. In terms of funding the infrastructure, an opportunity would emerge soon through the new *Pethau Pwysig* fund by Visit Wales, as well as opportunities through the UK Shared Prosperity Fund to invest in our communities, infrastructure, marketing and events. It was further noted that in light of the cuts to the marketing budget, it had been agreed that a large sum from this investment would be used to maintain the Snowdonia Mountains and Coast website, which now displayed the details of over 800 businesses, with over 1m views to the website annually. We had also seen a 30% increase in the numbers following Snowdonia Mountains and Coast on Instagram. As such, it was important that, on a local level, we highlighted what was important to the area and our distinctive features, our environment, our culture and language.
- With regard to marketing the buses network to people from afar who were used to driving directly from their home to Eryri, the officer noted that a working group had been established to discuss the transport and parking plan and the Sherpa service, and they intended to complete studies on how best to engage and explain what the new offer was. Once the schemes would be agreed, the Service would notify their availability to communities and share information through the Business Bulletin. The schemes would also be highlighted on the social media and on the Council's website, and the work was being led by the Public Transport Team in cooperation with the Economy Department.

- In terms of the need for the entire sector to buy into the principles, it was evident from the consultation with British and international experts that the tourism destination management plans that worked best were those that had more ownership on a local level. It also became clear from the consultation that providing support to enable the sector to buy in to this and become involved in the process must be focal in order for any partnership to progress. This would therefore be considered as we looked at the support pack for businesses. Work had already been completed to identify and secure communication assets to highlight good practice. These would be highlighted further when the plan would be launched. The Service was building on the work that had been achieved previously with destination management, but there was more detailed work to be carried out in terms of explaining, encouraging and demonstrating good practice, and highlighting the direction in which we would wish to move in future. This would not be accepted by everyone, but several of those who had been part of the discussions to date looked forward to working together, and the local partnerships would be essential in this respect. It was further noted that one of the priorities in implementing the plan was the aim to establish local ambassadors or leaders, so that there was local ownership. From experience in other areas, these people might not necessarily be involved with the visitor economy sector, but people who were buying in to the vision of a sustainable visitor economy and local ownership of the visitor economy. This would be one of the first action steps between spring and summer this year, to develop a network of ambassadors/leaders.
- The officers expected that progress on actions would be reported to the committee and the Cabinet. Clearly, they would also report to the partnership, and the normal arrangements of reporting up would then happen, which would include reporting through the performance-challenge procedure. They also explained that since this activity had been part of the Gwynedd Plan previously, namely the Benefiting from Tourism Plan, that senior reporting took place in this field.

A member expressed their desire for the vision to state clearly that we wished to have a visitor economy that preserved the language and culture of Gwynedd and Eryri for the benefit and well-being of the people, environment, language and culture of Gwynedd and Eryri. This would ensure that the vision for having any tourism development would respect the language and culture, and that we will not accept developments that are more foreign in their nature and that do not show respect. In response, it was noted that this was where the cross-departmental work happened, and that consideration of the principles would be an important feature of deciding on bids for financial support, supporting events or planning applications.

RESOLVED

- (1) To accept the report and recommend that consideration should be given to amending the Vision of the Gwynedd and Eryri Sustainable Visitor Economy Plan 2035 to read:-**

"A Visitor Economy that:-

- (i) Preserves the language and culture of Gwynedd and Eryri;**
 - (ii) For the benefit and well-being of the people, environment, language and culture of Gwynedd and Eryri".**
- (2) To ask the Cabinet Member to convey the committee's observations to the Cabinet.**

6. GWYNEDD CATEGORY 3 SECONDARY SCHOOLS SCRUTINY INVESTIGATION BRIEF

Submitted – a brief for the Scrutiny Investigation of Category 3 Secondary Schools in Gwynedd. The committee was invited to adopt the brief and to elect a maximum of five members to be part of the investigation, with the membership to include no fewer than two different political groups.

It was noted that members had been invited to express an interest in being members of the investigation during the informal meeting of the committee on 8 December 2022. Expressions of interest had been received from Councillors Cai Larsen, Huw Rowlands, Paul Rowlinson and Rhys Tudur following the meeting.

It was noted that there was no representation from Meirionnydd amongst the names, or a female, or a representative from the Independent Group, and as such the Chair, Councillor Beth Lawton, was suggested.

The investigation brief was then discussed. The following was noted:-

- The report specified that the main question to be addressed by the investigation was: '*What is the Welsh medium provision in our secondary schools...*'. but this should be known to the Authority. It was not a matter for the investigation to determine what was the provision, but rather to scrutinise that provision.
- The brief reflected the reality, which was that the Education Department was unclear what the Welsh-language provision was at present, and the fact that this exercise was happening at all was the consequence of a disgraceful lack of monitoring in this field, and it cast doubt over all the statistics that had been gathered over the years. The teachers knew full-well who did assessments and essays in what language, and the member could not understand why the Education Department could not cast a light on what the current provision was. In response, the Chair stated that the investigation would hopefully cast a light on this.
- The three schools that had been selected to be part of this investigation were some of the most Welsh-speaking schools in Gwynedd, and the investigation would not find a representational picture of the situation across the county by only visiting those schools. On the contrary, it was suggested that there was no point going to the least Welsh schools, and the three schools selected were not believed to be an inappropriate mix. In response, it was explained that the Education Department had suggested the three schools (one in Arfon, one in Dwyfor and one in Meirionnydd) on the basis that post-16 considerations could be included in two out of the three schools. The matter had also been discussed at the Secondary Headteachers Forum in terms of which schools were willing to participate in the investigation.
- Certainty was needed that the brief contained a questionnaire for each secondary school in order to gain an approximate picture of the situation county-wide before the working group selected the three most representational schools to be scrutinised in detail.
- As well as the questions listed in Part B of the brief, we should also ask what the baseline was and what support did the Department provide to help the schools realise the aim.
- As well as the stakeholders listed in Part CH of the brief, it would also be useful to speak with the Head of Curriculum, the Head of Welsh, the School Council and representation from amongst the assistants.

RESOLVED to adopt the Scrutiny Investigation Brief for Gwynedd Category 3 Secondary Schools and to elect Councillors Cai Larsen, Beth Lawton, Huw Rowlands, Paul Rowlinson and Rhys Tudur to undertake the investigation work.

The meeting commenced at 10.30 am and concluded at 12.25 pm

CHAIRMAN

Agenda Item 5

MEETING	EDUCATION AND ECONOMY SCRUTINY COMMITTEE
DATE	23 March 2023
TITLE	North Wales Growth Deal – Quarter 3 2022/23 Performance Report
CABINET MEMBER	Councillor Dyfrig Siencyn

1. In December 2020, the North Wales Economic Ambition Board and the Welsh and UK Governments agreed the Final Deal Agreement for the North Wales Growth Deal.
2. Quarterly reporting on progress against the North Wales Growth Deal is a requirement of the Final Deal Agreement
3. The North Wales Economic Ambition Board considered the Quarter 3 2022/23 performance report at its meeting on 3 February 2023. The Ambition Board's decision was:
 - That the Board consider and note the Quarter 3 Performance Report and updated Portfolio Risk Register.
 - That the Board approve the submission of the Quarter 3 Performance Report to Welsh Government and UK Government, as well as the local authority scrutiny committees.
4. The information relevant to the item (item 5) can be found by following this link:
<https://democratiaeth.gwynedd.llyw.cymru//ielistdocuments.aspx?cid=418&mid=4852&ver=4&LLL=0>
5. See attached, the Quarter 3 performance report which provides an overview of progress on the Growth Deal programmes and projects.
6. This quarter saw the approval of the updated Portfolio Business Case and the submission to Welsh and UK Governments as part of the annual award of funding process.
7. Following the withdrawal of the Bodelwyddan Key Strategic Site and Llysfasi Net Zero Farm projects from the Growth Deal, the Economic Ambition Board made some key decisions regarding the reallocation of the funding within the deal. Firstly, a Portfolio Delivery Fund for 2023-24 has been established to support mature projects within the portfolio dealing with cost inflation or viability issues to move into delivery. Secondly, the Board agreed the criteria and an allocation of £13m for the project replacement process which is to be launched in early 2023.

8. The Quarter 3 update is showing projects reporting against the revised portfolio delivery profile approved by the Board in September 2022. Four projects are currently reporting as red due to either risks to the project scope or significant delays to project timescales:
- **Connecting the last few %** - the project is faced with moderate issues, including delay to the timeline for Full Business Case, and a delay in the procurement schedule as market engagement period was extended. The issues are being addressed by the project team.
 - **Low Carbon Energy Centre of Excellence (Egni)** – project under review due to Bangor University developing a proposal to deliver the project in two phases. Phase 2 of the project remains under review with a decision on this element of the project expected during Quarter 4.
 - **Glynllifon Rural Economy Hub** – planning permission to be secured and potential funding gap due to escalating capital build costs.
 - **Centre for Environmental Biotechnology** – project development paused due to match funding issue and exploring alternative locations for the project.
9. In accordance with the Committee's request, the Quarter 3 2022/23 performance report is presented for scrutiny.

North Wales Growth Deal

2022-23 Quarter 3

(October - December 2022)

Performance Report

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During this quarter we saw some significant developments in the delivery of the Growth Deal.

Following the withdrawal of the Bodelwyddan and Llysfasi projects from the Growth Deal, the Economic Ambition Board made some **key decisions** regarding the reallocation of funding within the deal. Firstly, the Board have established a **Portfolio Delivery Fund** for 2023-24 to support mature projects within the portfolio dealing with cost inflation or viability issues to move into delivery.

Secondly, the Board agreed the criteria and an allocation of £13m for the **project replacement process** which is to be launched in early 2023. This is an exciting opportunity to identify **new ambitious, innovative and transformational projects** for the Growth Deal and to deliver jobs and investment in the region.

The **updated Portfolio Business Case** has now been approved by the Board and submitted to Welsh and UK Governments as part of the annual award of funding process.

The Last Few % project launched an **early market engagement** exercise this quarter to seek the views of telecommunications network operators on the scope and design of the project prior to the procurement specification being defined. The formal notice period closes on the 20th of January with follow up consultations to be arranged with operators. This is a key activity to ensure we are able to present an attractive proposition to the market in the next stage of the project.

There have been some **further delays** in the Land and Property programme, notably the announcement from Welsh Government that the road review panel decision on the Warren Hall, Broughton and Western Gateway, Wrexham projects will be included in the proposed National Transport Delivery Plan to be published in 2023. However, there has been **positive progress** on the Parc Bryn Cegin project with the principal of the Joint Venture Agreement with Welsh Government approved by the Board in October.

Looking forward 2023 promises to be an exciting year for Ambition North Wales and the Growth Deal, with significant progress expected this year on our existing projects as well as the opportunity to select new projects to join the Growth Deal. It truly is an exciting time.



Alwen Williams

Alwen Williams, Portfolio Director

Themes	RAG Status	Commentary
Portfolio Business Case	Green	The Portfolio Business Case 2022 update was approved by the Board in October and has been submitted to Welsh Government and UK Government as part of the annual award of funding process.
Delivery Pipeline	Yellow	The delivery pipeline has been reviewed and updated as part of the 2022 Portfolio Business Case and was approved by the Board in September. Project are now reporting against this revised timetable. A Portfolio Delivery Fund for 2023-24 has been established to help mature projects into delivery next year.
Governance	Green	The Portfolio, Programme and Project Management Framework is now well established with the Portfolio Board and five Programme Boards operating effectively. A Conflicts of Interest procedure is in place across all Boards.
Assurance	Green	The third annual Growth Deal assurance review (Programme Assurance Review) has been completed with the report delivering an 'Amber' confidence rating for the portfolio.
Resource and Capacity	Yellow	The Portfolio Management Office is currently fully resourced, however a large proportion of staff are on fixed term contracts and the revenue budget post March 2024 is challenging.
Finance	Yellow	Claims for the Digital Signal Processing Centre project have been paid, this included expenditure in 21/22 as well as 22/23 at a total of £1,762,612. The remaining expenditure in this financial year to date relates to the drawdown against the 15% allocation for Portfolio Management Office costs.
Investment	Red	Securing the public and private sector investment required to deliver the Growth Deal remains a significant risk across the portfolio and an investment strategy is being developed to support the team to meet the investment targets.
Risk	Red	While the risk profile has remained stable over the past quarter, there are some significant risks to the delivery of the Growth Deal and the realisation of the benefits. Affordability remains the biggest risk facing the portfolio with inflation, supply chain issues and construction cost increases the main factors driving this increase. The risk around capacity has increased due to the length of time remaining on fixed term contracts.
Benefits Monitoring & Evaluation	Green	Both the Benefits Realisation Strategy and Portfolio Monitoring and Evaluation Plans were reviewed as part of the 2022 Portfolio Business Case update, with changes including updated logic models (reflecting agreed benefits framework terminology), the drafting of programme benefit plans and clearer links to project benefit plans.
Communication and Engagement	Green	This quarter saw a number of articles released on our climate change methodology , joined the conversation about COP27 and COP Cymru , shared findings on how we will address mobile connectivity challenges and celebrated Wales in the World Cup . Ambition North Wales collaborated with the other Growth and City Deals across Wales to produce a highlights report for 2022 .

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Programme Aim	Job Creation Target	GVA Investment Target	Total Investment Target
Deliver the step change in digital connectivity needed to ensure North Wales is able to satisfy user demand, maintain pace with the rest of the UK, unlock the potential of priority sectors and sites and underpin a flourishing innovation ecosystem.	380	£158m	£41.7m

RAG Status	Programme Manager Commentary
Page 18	<ul style="list-style-type: none"> The first of two Business Justification Cases for the DSP project (for year 2 expenditure) has been submitted for approval. Subject to approval in January, procurement will get underway for the next phase of equipment purchases. The Last Few % project launched an Early Market Engagement exercise this quarter. The views of telecommunications network operators are being sought on the scope and design of the project prior to the procurement specification being defined. The formal notice period closes on the 20th of January with follow up consultations to be arranged with operators. Project management and consultancy support for the Connected Campus and Connected Key Sites and Corridors projects was appointed in Quarter 3, with Spirit Public Sector Ltd now extending the PMO's capacity and capabilities to develop these business cases.



Mark Pritchard
Lead Member



Sioned Williams
Senior Responsible Owner



Stuart Whitfield
Programme Manager

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Project (Project Sponsor)	Project Stage	Key Milestones (this quarter)	Key Milestones (next quarter)	RAG Status	RAG Rationale
Digital Signal Processing Centre Bangor University	Delivery	<ul style="list-style-type: none"> Submission of the first Business Justification Case for Year 2 expenditure. 	<ul style="list-style-type: none"> Approval of Business Justification case and procurement. 		<ul style="list-style-type: none"> Economic Case with the Business Justification Case to be amended before approval.
Connecting the last few % Economic Ambition Board	Developing the Full Business Case	<ul style="list-style-type: none"> Early Market Engagement started. Contract documentation options identified through consultation with UK Government. 	<ul style="list-style-type: none"> Early Market Engagement notice period closes, review of responses and follow up consultations with industry. Appoint legal support and draft final contract documentation and procurement specifications. 		<ul style="list-style-type: none"> Delay in procurement schedule as market engagement period extended to improve responses. Spending objectives currently being reviewed.
Connected Key Sites and Corridors Economic Ambition Board	Developing the Strategic Outline Business Case	<ul style="list-style-type: none"> Recruitment of Spirit Public Sector Ltd to provide consultancy and project management support. Review of project's case for change and options for the structure of the Strategic Outline Case. 	<ul style="list-style-type: none"> Drafting of Strategic Outline Case. 		<ul style="list-style-type: none"> External support now in place following the delay with procurement. Plan to deliver the business case has been agreed with the project board.
Connected Campuses Economic Ambition Board	Developing the Strategic Outline Business Case	<ul style="list-style-type: none"> Recruitment of Spirit Public Sector Ltd to provide consultancy and project management support. Review of project's case for change and options for the structure of the Strategic Outline Case. 	<ul style="list-style-type: none"> Drafting of Strategic Outline Case. 		<ul style="list-style-type: none"> External support now in place following the delay with procurement. Plan to deliver the business case has been agreed with the project board.

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Programme Aim	Job Creation Target	GVA Investment Target	Total Investment Target
To unlock the economic benefits of transformational low carbon energy projects and position North Wales as a leading UK location for low carbon energy generation, innovation and supply chain investment.	980	£530m	£668.5m

RAG Status	Programme Manager Commentary
Page 20	<ul style="list-style-type: none"> • Smart Local Energy: Draft Outline Business Case developed and on track for consideration by the Economic Ambition Board in March 2023. • Hydrogen Hub & Transport Decarbonisation: The agreed way forward for the project is to bring onboard a project sponsor by a competitive selection process. PMO are developing the detailed process, criteria and questions for the process with support from a hydrogen industry specialist. The aim is to gain approval from the Economic Ambition Board to launch the process in Quarter 4. • Egni: Bangor University continue to develop their proposal for delivering the project in two phases. The Outline Business Case for Phase 1 has been developed and submitted to the Portfolio Management Office for review. Phase 2 of the project remains under review with a decision expected in Quarter 4 as to whether this element of the project remains within the Growth Deal. • Cydnherth (Morlais): WEFO-funded capital works on the Morlais infrastructure project continuing to budget and schedule. Outline business Case for Growth Deal funded works will begin in January 2023. • Trawsfynydd: Options for the Outline Business Case and use of Growth Deal funding being considered. Cwmni Egiño aim to finalise the business proposition for first stage of the broader three-stage development plan, including timescales, estimated costs and investment strategy by March 2023. • Procurement of a contractor and recruitment of new posts for the Local Area Energy Plans completed.



Cllr Llinos Medi
Lead Member



Dylan Williams
Senior Responsible Owner



Henry Aron
Programme Manager

Delivering to Plan with no issues to address (no action required)	Delivery slightly behind schedule and/or minor/moderate issues to address (management action in place)	Delivery significantly behind schedule and/or significant issues to address (urgent action required)
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Project (Project Sponsor)	Project Stage	Key Milestones (this quarter)	Key Milestones (next quarter)	RAG Status	RAG Rationale
Cydnherth (Morlais) Menter Môn	Developing the Outline Business Case	<ul style="list-style-type: none"> WEFO-funded capital works on the Morlais infrastructure project continuing to budget and schedule. Magallanes Renovables visited North Wales in November. As the expected first deployers in the Morlais zone, they have now established communication routes with key stakeholders. 	<ul style="list-style-type: none"> Development of a new Outline Business Case and delivery of workshops. Working with tidal developers to prepare submissions for the Contracts for Difference Auction Round 5 		<ul style="list-style-type: none"> Project on track with no significant risks or issues.
Hydrogen Hub & Transport Decarbonisation Economic Ambition Board	Developing the Strategic Outline Business Case	<ul style="list-style-type: none"> The agreed way forward for the project is to bring onboard a project sponsor by a competitive selection process. Our work with procurement specialists concluded that formal procurement would not be the optimal approach for onboarding a project sponsor. Consequently, the option of utilising a process similar to the Growth Deal's 'Replacement Projects Process' is being developed. The work also resulted in the proposal to focus Growth Deal capital towards enabling demand for hydrogen. We are developing the detailed process, criteria and questions for the competitive process with support from a hydrogen industry specialist. 	<ul style="list-style-type: none"> Gain Economic Ambition Board approval for the selection process for onboarding a sponsor and launch the process. 		<ul style="list-style-type: none"> Amber rating reflects the risk that the competitive process for onboarding a sponsor could take longer than planned.

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Project (Project Sponsor)	Project Stage	Key Milestones (this quarter)	Key Milestones (next quarter)	RAG Status	RAG Rationale
Low Carbon Energy Centre of Excellence (Egni) Bangor University	<i>Project under review</i>	<ul style="list-style-type: none"> Bangor University continue to develop their proposal for delivering project in two phases. The Outline Business Case for Phase 1 has been developed and is awaiting approval by the Bangor University Executive Board. Phase 2 of the project remains under review with a decision on this element of the project expected in Quarter 4. 	<ul style="list-style-type: none"> Economic Ambition Board approval of change request to progress Phase 1. Decision on whether to retain Phase 2 of the project within the Growth Deal. Complete Gateway Review and approvals process for Phase 1 Outline Business Case. 		<ul style="list-style-type: none"> Rating remains red due to repeated project delays and impact of capital funding change request upon Programme Spending Objectives.
Smart Local Energy Economic Ambition Board	Developing the Outline Business Case	<ul style="list-style-type: none"> Procurement of new specialist consultants (3Ten Consulting). Draft Outline Business Case completed following a series of workshops. Delivery of Community Renewal Fund (CRF) Feasibility Studies have been completed to budget and schedule. 	<ul style="list-style-type: none"> Complete Gateway Review and approvals process for Outline Business Case. Wider dissemination of the Community Renewal Fund reports and identify next steps. 		<ul style="list-style-type: none"> Amber rating due to the possible delay caused by unforeseen need to appoint a new fund specialist consultant.
Trowsfynydd Cwmni Eginio	Developing the Strategic Outline Business Case	<ul style="list-style-type: none"> MoU between NDA and Cwmni Eginio formally signed - work now progressing on establishing project arrangements to support the six areas of collaboration. Options for Outline Business Case development and potential use of Growth Deal funding being considered. Cwmni Eginio provided update to the Portfolio Board in November. 	<ul style="list-style-type: none"> Develop draft Outline Business Case. Begin developing the social value strategy. Finalise business proposition for first stage of broader three-stage development plan and the project plan, including timescales, estimated costs and investment strategy. 		<ul style="list-style-type: none"> Uncertainty regarding project delivery timeline and potential for further delays.

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Programme Aim	Job Creation Target	GVA Investment Target	Total Investment Target
To address the shortage of suitable land and properties for business growth and to bring forward sites for housing development. To deliver improvements that stimulate investment in sites and premises in the Port of Holyhead and the wider region. Enables other programmes by ensuring the right land and property infrastructure is available.	2280	£1.29bn	£355.4m

RAG Status	Programme Manager Commentary
Page 23	<ul style="list-style-type: none"> The Minister made a Written Statement confirming that both the Warren Hall, Broughton and Western Gateway, Wrexham announcements will be included in the proposed National Transport Delivery Plan to be published in 2023. Former North Wales Hospital, Denbigh - Ambition North Wales, Denbighshire County Council and Jones Bros have modelled a compliant procurement route to use the Phase 1 funding. Holyhead Gateway - Stena Line has provided a draft Outline Business Case for the port expansion project and Ambition North Wales has responded with comments. Stena Line and Anglesey Council have submitted a freeport application for the former Anglesey Aluminium site in Holyhead. Parc Bryn Cegin, Bangor - The principal of the Joint Venture Agreement with Welsh Government was approved in Quarter 3 2022. The Market Demand Report has been received and the Outline Business Case is now in an advanced draft.



Cllr Jason McLellan
Lead Member



Andrew Farrow
Senior Responsible Owner



David Mathews
Programme Manager

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Project (Project Sponsor)	Project Stage	Key Milestones (this quarter)	Key Milestones (next quarter)	RAG Status	RAG Rationale
Western Gateway, Wrexham Wrexham County Borough Council	Developing the Strategic Outline Business Case	<ul style="list-style-type: none"> A Written Statement from the Minister confirmed that the decision on the A483 Junctions will be included with the National Transport Delivery Plan in 2023. Wrexham Council have commissioned a Feasibility Study to assess how the Phosphate Reduction Strategy will be delivered using the Western Gateway as an example of a greenfield development site. Mott Macdonald have commenced site surveys (site investigation and biodiversity). 	<ul style="list-style-type: none"> Complete the Memorandum of Understanding with Wrexham Council. Phosphate Feasibility Study to report. to the Council on the delivery of reduction and mitigation measures for new development sites. Adoption of Wrexham's Local Development Plan. 		<ul style="list-style-type: none"> A483 junction upgrades Road Review Panel decision is vital for this project. The decision is to be announced in the National Transport Delivery Plan in 2023. Phosphate Reduction and Mitigation Strategy to outline the measures that could be applied on the project site.
Warren Hall, Brughton Wales Government / Economic Ambition Board	Developing the Strategic Outline Business Case	<ul style="list-style-type: none"> A Written Statement from the Minister confirmed that the decision on Warren Hall will be included with the National Transport Delivery Plan in 2023. The Flintshire Local Development Plan is expected to be adopted in early 2023. 	<ul style="list-style-type: none"> Subject to the Ministers decision on the Warren Hall site highways, then we expect to formalise discussions with WG on project delivery. 		<ul style="list-style-type: none"> Local Development Plan Adoption is now anticipated in Quarter 1 2023. The publishing of the National Transport Delivery Plan for Wales which will announce the decision on Warren Hall is expected in 2023.
Project Withdrawn (Key Strategic Site Bodelwyddan)	<i>The Bodelwyddan Key Strategic site project has been withdrawn. A replacement project has yet to be identified.</i>				
Former North Wales Hospital, Denbighshire Jones Bros (Ruthin) Limited / Denbighshire County Council	Developing the Outline Business Case	<ul style="list-style-type: none"> The Economic Ambition Board approved establishing a Portfolio Delivery Fund and this project is eligible to apply for additional funding. A procurement route to deliver Phase 1 works is under discussion with all parties. 	<ul style="list-style-type: none"> Confirm compliant procurement route to deliver Phase 1 works. Complete the revision of the draft outline business case incorporating the Phased Development Scenario and procurement route. Confirmation of the Levelling Up Fund Application approval, or Portfolio Delivery Fund as appropriate. 		<ul style="list-style-type: none"> Project risk reflects dependency on new funding from Levelling Up Fund./ Portfolio Delivery Fund. Procurement route for Phase 1 works using public funds to be confirmed.

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Project (Project Sponsor)	Project Stage	Key Milestones (this quarter)	Key Milestones (next quarter)	RAG Status	RAG Rationale
Parc Bryn Cegin, Bangor Welsh Government / North Wales Economic Ambition Board	Developing the Outline Business Case	<ul style="list-style-type: none"> The Portfolio Board and Economic Ambition Board recommended the approval of the Joint Venture Agreement The Demand Analysis report commissioned by Welsh Government has been received and the recommendations will be included completed into the draft Outline Business Case. The initial draft of an Outline Business Case prepared by the PMO has been substantially completed. 	<ul style="list-style-type: none"> WG are to appoint a team from their North and Mid Wales professional and technical services framework. Completion of the Outline Business Case. Gateway 2 Review for the Outline Business Case. 		<ul style="list-style-type: none"> Potential occupier demand. Willing landowner and development partner. Planning Policy compliant proposed use. Joint venture approach to the delivery of the project now moving forward in practice.
Holyhead Gateway Stena Line Ports Limited	Developing the Outline Business Case	<ul style="list-style-type: none"> Stena's purchase of the former Orthios site is to be used in conjunction with the port. Stena Line and Anglesey Council have submitted a freeport application to UK and Welsh Government to disclose their plans for the Orthios site. A draft Outline Business Case for the delivery of the port capacity enhancement works has been commented on and returned to Stena. 	<ul style="list-style-type: none"> Substantial progress of an Outline Business Case for the delivery of the port capacity enhancement works. Harbour Revision Order approved. Gateway 2 Review for the Outline Business Case. 		<ul style="list-style-type: none"> Harbour Revision Order still to be consented. Some uncertainty with cost of works for port expansion and breakwater refurbishment.

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Programme Aim	Job Creation Target	GVA Investment Target	Total Investment Target
To build a more sustainable, vibrant and resilient foundation economy in the region, optimising opportunities for employment and prosperity through our environment and landscape.	380	£281m	£41.3m

RAG Status	Programme Manager Commentary
Yellow	<ul style="list-style-type: none"> Tourism Talent Network - Grŵp Llandrillo Menai completed their Strategic Outline Case (SOC) and shared it for review by the Portfolio Management Office (PMO) and the Welsh Government Assurance team for a Gateway 1 Review in November 2022. The Gateway Review concluded with an Amber-Green rating, and the Programme Board has confirmed the project should progress to Outline Business Case addressing the recommendations from both reviews. Glynllifon Rural Economy Hub - Grŵp Llandrillo Menai have hosted representatives from Gwynedd Council planning team to Glynllifon College as part of their process considering planning for the Glynllifon Rural Economy Hub project.

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Cllr Charlie McCoubrey
Lead Member



Jane Richardson
Senior Responsible Owner



Robyn Lovelock
Programme Manager

Green	Delivering to Plan with no issues to address (no action required)	Yellow	Delivery slightly behind schedule and/or minor/moderate issues to address (management action in place)	Red	Delivery significantly behind schedule and/or significant issues to address (urgent action required)
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Project (Project Sponsor)	Project Stage	Key Milestones (this quarter)	Key Milestones (next quarter)	RAG Status	RAG Rationale
Glynllifon Rural Economy Hub Grŵp Llandrillo Menai	Developing the Full Business Case	<ul style="list-style-type: none"> Ongoing work with consultants on design developing benefits-led costings to fit funding envelope. Meetings with Welsh Government and the Portfolio Management Office exploring options to fill funding gap caused by inflation Request for planning advice submitted. 	<ul style="list-style-type: none"> Proceed through pre-planning and full planning application processes. Submit application for £2m from Growth Deal Project Delivery Fund to address funding gap. Draft the Full Business Case. 		<ul style="list-style-type: none"> Funding gap against approved Outline Business Case. Escalating capital build costs. Planning permission to be secured.
Llysfasi Net Zero Farm Coleg Cambria	<i>The Llysfasi Net Zero Farm project has been withdrawn. A replacement project is being identified through a public call for project Expressions of Interest in January 2023.</i>				
Tourism Talent Network Grŵp Llandrillo Menai	Developing the Outline Business Case	<ul style="list-style-type: none"> All five business case stakeholder workshops completed. Strategic Outline Case drafted and submitted for review by the PMO and Welsh Government Assurance unit. Amber-Green result from the Gateway 1 Review in November 2022. Programme Board approved Strategic Outline Case in December 2022. Partnership meetings with private sector 'spokes'. 	<ul style="list-style-type: none"> Agree a Memorandum of Understanding between Ambition North Wales and Grŵp Llandrillo Menai. Draft Outline Business Case (OBC) and relevant supporting documentation for Gateway 2 Review in March 2023. Work with PMO to develop project-specific funding agreement. 		<ul style="list-style-type: none"> Gateway 2 review moved to March 2023 to accommodate time to develop robust OBC

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Programme Aim	Job Creation Target	GVA Investment Target	Total Investment Target
To consolidate North Wales position as a powerful and innovative high value manufacturing cluster, building on existing specialisms and leading expertise to create a higher value, more diverse economic base that supports the transition to a low carbon economy.	180	£114m	£39.5m

RAG Status	Programme Manager Commentary
	<ul style="list-style-type: none"> • Enterprise Engineering Optics Centre - Glyndŵr University are preparing the Full Business Case for the project for consideration in September 2023. • Centre for Environmental Biotechnology - Bangor University have been working with the Portfolio Management Office to resolve changes to the project matched funding element.

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Cllr Dyfrig Siencyn
Lead Member



Paul Bevan
Senior Responsible Owner



Robyn Lovelock
Programme Manager

	Delivering to Plan with no issues to address (no action required)		Delivery slightly behind schedule and/or minor/moderate issues to address (management action in place)		Delivery significantly behind schedule and/or significant issues to address (urgent action required)
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Project (Project Sponsor)	Project Stage	Key Milestones (this quarter)	Key Milestones (next quarter)	RAG Status	RAG Rationale
Enterprise Engineering and Optics Centre Wrexham Glyndŵr University	Developing the Full Business Case	<ul style="list-style-type: none"> Ongoing work with consultants on design developing benefits-led costings to fit funding envelope. Meetings with Welsh Government and the Portfolio Management Office exploring options to close the funding gap caused by inflation. Business-focused event hosted by University Composites team to build engagement. 	<ul style="list-style-type: none"> Drafting procurement documentation. Submit application for £1.7m from Growth Deal Project Delivery Fund to address funding gap which will be matched by £1.7m funding from Glyndwr University. Development of Full Business Case for Economic Ambition Board consideration in September 2023. 		<ul style="list-style-type: none"> Match funding position clarified. Ongoing cost pressures. Full Business Case development being managed robustly.
Centre for Environmental Biotechnology Bangor University	Developing the Outline Business Case	<ul style="list-style-type: none"> Limitations of locating the Centre at the Mona Industrial Site identified, leading to decision to explore alternative locations and associated match funding 	<ul style="list-style-type: none"> Resolve location and match funding issue and submit appropriate change request. Reschedule Gateway 2 Review once updated timeline confirmed. 		<ul style="list-style-type: none"> Project development paused while match funding issue resolved.

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Project	Consenting Stage				Stage 1	Stage 2	Stage 3	Stage 4	Stage 5	Stage 6	Stage 7	Stage 8
	Pre-application stage	Outline planning / Consent	Full planning / Consent	Conditions discharged	Determine the Project context	Preparing the Strategic Outline Case	Preparing the Outline Business Case	Approval of the Outline Business Case	Preparing the Full Business Case	Approval of the Full Business Case	Project implementation and monitoring	Project Evaluation
Digital Signal Processing Centre	No planning required				✓	✓	✓	✓	✓	✓	⌚	
Connected Key Sites and Corridors	Consenting requirements TBC				✓	⌚						
Connected Campuses	Consenting requirements TBC				✓	⌚						
Last Few %	Consenting requirements TBC				✓	✓	✓	✓	⌚			
Cydnherth (Morlais)	✓	✓	✓	✓	✓	✓	⌚					
Trawsfynydd Power Station	Consenting requirements TBC				✓	⌚						
Low Carbon Energy Centre of Excellence (Egni)	Project under review											
Smart Local Energy	Consenting requirements TBC				✓	✓	⌚					
Hydrogen Hub & Transport Decarbonisation	Consenting requirements TBC				✓	✓	⌚					
Holyhead Gateway	Harbour Revision Order Submitted & Marine License granted				✓	✓	⌚					
Former North Wales Hospital	✓	✓	⌚		✓	✓	⌚					
Key Strategic Site, Bodelwyddan	Project withdrawn											
Western Gateway, Wrexham	LDP adoption to be completed				✓	⌚						
Warren Hall, Broughton	LDP adoption to be completed				⌚	⌚						
Parc Bryn Cegin, Bangor	⌚				✓	✓	⌚					
Glynllifon Rural Economy Hub	⌚				✓	✓	✓	✓	⌚			
Llysfasi Net Zero Farm	Project withdrawn											
Tourism Talent Network	Consenting requirements TBC				✓	✓	⌚					
Centre for Environmental Biotechnology	No planning required				✓	✓	⌚					
Enterprise Engineering and Optics	✓	✓	✓		✓	✓	✓	✓	⌚			

		2021	2022	2023	2024	2025	2026	2027	OBC	Start on Site	Project Completion
Digital Programme	Digital Signal Processing Centre								Dec 21	Jan 22	Dec 25
	Connected Key Sites and Corridors								Jun 23	Jan 24	Mar 26
	Connected Campuses								Jun 23	Jan 24	Mar 26
	The Last few %								Jul 22	Sept 23	Dec 24
Low Carbon Energy	Cydnherth (Morlais)								Jul 23	Jun 24	Mar 26
	Low Carbon Energy Centre of Excellence (Egni)			Under Review					TBC		
	Trawsfynydd								Oct 23	Jan 25	Apr 31
	Hydrogen Hub and Transport Decarbonisation								Feb 24	May 25	May 27
	Smart Local Energy								Mar 23	Jan 24	Jan 34
Land and Property	Holyhead Gateway, Anglesey								Apr 23	Aug 23	Sept 25
	Warren Hall, Flintshire								Jan 24	Mar 25	Jan 26
	Former North Wales Hospital, Denbighshire								Jun 23	Feb 24	Nov 24
	<i>Project withdrawn (Bodelwyddan Key Strategic Site)</i>			<i>Project Withdrawn</i>					n/a		
	Parc Bryn Cegin, Gwynedd								Sept 23	Aug 24	Jun 25
	Western Gateway, Wrexham								Jan 24	Mar 25	Jan 26
Innovation in High Value Manufacturing	Centre for Environmental Biotechnology								Jan 23	Oct 23	Jan 24
	Enterprise Engineering and Optics Centre								Apr 22	Nov 23	Apr 25
Agrifood and Tourism	Glynllifon Rural Economy Hub								Aug 21	Jun 23	Dec 24
	Llysfasi Net Zero Farm			Under Review					TBC		
	Tourism Talent Network								Mar 23	Jan 24	Jan 26

Business Case Development and Approval Phase (Approval of OBC pre procurement)
 Procurement and Project Delivery Phase (Includes approval of FBC post procurement)

Start on Site
 Operational and Benefits Realisation Phase

*Delivery profile as per 2022 Portfolio Business Case. Where an Outline Business Case or Full Business Case has been approved figures have been updated with the latest information.

		Portfolio Business Case 2020 Targets			Approved Project Business Case Targets				Difference		
		GVA (EM)	Jobs Created (net)	(EM) Total Investment*	OBC/ FBC*	GVA (EM)	Jobs Created (net)	(EM) Total Investment*	GVA (EM)	Jobs Created	(EM) Total Investment*
Digital	Digital Signal Processing Centre (DSP)	50	80	7.3	FBC	12	33	3.0	-38	- 47	- 4.3
	Connecting the last few %	35	150	4.0	OBC	15	130	4.0	-20	-20	0
	Connected Key Sites and Corridors	45	120	9.4	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Connected Campuses	35	0	21	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Low Carbon Energy	Cydyherth (Morlais)	50	100	36	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Hydrogen Hub and Transport Decarbonisation	60	90	28.6	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Low Carbon Energy Centre of Excellence (Egni)	20	20	97.7	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Smart Local Energy	120	180	106.2	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Trawsfynydd	230	510	400	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Land and Property	Western Gateway, Wrexham	220	360	43.4	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Warren Hall, Broughton	235	440	70	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	<i>Project Withdrawn*** (Key Strategic Site, Bodelwyddan)</i>										
	Former North Wales Hospital, Denbigh	20	50	74	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Parc Bryn Cegin, Bangor	30	50	6	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Holyhead Gateway	545	930	80	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Agrifood and Tourism	Glynlifon Rural Economy Hub	25	40	13	OBC	45	96	13	+20	+56	0
	<i>Project Withdrawn*** (Llysfasi Net Zero Farm)</i>										
	Tourism Talent Network	20	0	12.9	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Innovation in High Value Manufacturing	Enterprise Engineering and Optics Centre	45	70	29.9	OBC	33	61	14.7	-12	-9	-15.2
	Centre for Environmental Biotechnology	60	90	9.6	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Growth Deal Portfolio Total		2,185	3,830	1,146	OBC 1FBC	90	190	30.7	-50	-20	-19.5

* Total investment shown here includes 15% Portfolio Management Office costs

** OBC - Outline Business Case, FBC - Full Business Case

*** Targets for removed project still included as part of the total targets for the Growth Deal.

Programme	Project	Project Sponsor	2021/22 £m *	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m	2030/31 £m	2031/32 £m	2032/33 £m	Total £m
Digital	Digital Signal Processing Centre	Bangor University	0.12	1.66	0.39	0.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.96
	Connecting the Last Few %	Economic Ambition Board	0.00	0.00	1.46	1.47	1.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.94
	Connected Key Sites and Corridors	Economic Ambition Board	0.00	0.00	1.00	3.83	4.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.87
	Connected Campuses	Economic Ambition Board	0.00	0.00	0.00	0.29	3.88	5.83	5.83	4.85	0.00	0.00	0.00	0.00	20.68
Low Carbon Energy	Cydnherth (Morlais)	Menter Môn	0.00	0.00	0.00	3.33	4.44	1.10	0.00	0.00	0.00	0.00	0.00	0.00	8.87
	Hydrogen Hub & Transport Decarbonisation	Economic Ambition Board	0.00	0.00	0.00	0.00	5.61	5.62	0.00	0.00	0.00	0.00	0.00	0.00	11.23
	Low Carbon Energy Centre of Excellence	Bangor University	0.00	0.00	0.00	5.91	9.85	4.92	0.00	0.00	0.00	0.00	0.00	0.00	20.68
	Smart Local Energy	Economic Ambition Board	0.00	0.00	2.46	2.46	2.46	2.46	2.46	2.46	2.46	2.47	2.47	2.47	24.63
	Trawsfynydd Power Station	Cwmni Eginio	0.00	0.00	0.00	1.97	2.96	4.92	9.85	0.00	0.00	0.00	0.00	0.00	19.70
Land and Property	Western Gateway, Wrexham	Economic Ambition Board	0.00	0.00	0.00	7.19	1.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.96
	Warren Hall, Broughton	Economic Ambition Board	0.00	0.00	0.00	0.00	14.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14.77
	<i>Project Withdrawn** (Key Strategic Site, Bodelwyddan)</i>														
	Former North Wales Hospital, Denbigh	Economic Ambition Board	0.00	0.00	1.97	1.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.94
	Parc Bryn Cegin, Bangor	Economic Ambition Board	0.00	0.00	1.48	4.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.91
	Holyhead Gateway	Stena line	0.00	0.00	9.85	17.24	7.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	34.47
Agrifood and Tourism	Glynllifon Rural Economy Hub	Grŵp Llandrillo Menai	0.00	0.00	7.20	2.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.85
	<i>Project Withdrawn** (Llysfasi Net Zero Farm)</i>														
	Tourism Talent Network	Grŵp Llandrillo Menai	0.00	0.00	0.00	4.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.43
Innovation in High Value Manufacturing	Enterprise Engineering and Optics Centre	Glyndwr University	0.00	0.00	2.12	3.91	3.65	0.17	0.00	0.00	0.00	0.00	0.00	0.00	9.85
	Centre for Environmental Biotechnology	Bangor University	0.00	0.00	1.25	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.96
Portfolio Management Office Costs (1.5%)														3.60	
Unallocated - Growth Deal Funding														12.70	
Unallocated - Portfolio Delivery Fund														7.00	
Total														240.00	

* 2021/22 profile is actual expenditure. Remaining profile is as forecast in the 2022 Portfolio Business Case.

** Targets for removed project still included as part of the total targets for the Growth Deal.



12. Growth Deal Projects: Capital Funding Allocation Profile

Programme	Project	Project Sponsor	Profile 22/23 (£m)	Actual YTD (£m)	Variance (£m)*	Rationale	
Digital	Digital Signal Processing Centre	Bangor University	1.7	1.64	0.06	2022-23 expenditure in line with profile. Two claims processed, in July and October 2022. One claim remaining early 2023.	
	Connecting the Last Few %	North Wales Economic Ambition Board	0.00	0.00	0.00		
	Connected Key Sites and Corridors	North Wales Economic Ambition Board	0.00	0.00	0.00		
	Connected Campuses	North Wales Economic Ambition Board	0.00	0.00	0.00		
Low Carbon Energy	Cydnherth (Morlais)	Menter Môn	0.00	0.00	0.00	No Full Business Cases have been approved. Expenditure profile now aligned to 2022 Portfolio Business Case update.	
	Hydrogen Hub & Transport Decarbonisation	North Wales Economic Ambition Board	0.00	0.00	0.00		
	Low Carbon Energy Centre of Excellence	Bangor University	0.00	0.00	0.00		
	Smart Local Energy	North Wales Economic Ambition Board	0.00	0.00	0.00		
	Trawsfynydd Power Station	Cwmni Eginio	0.00	0.00	0.00		
Land and Property	Western Gateway, Wrexham	North Wales Economic Ambition Board	0.00	0.00	0.00	No Full Business Cases have been approved. Expenditure profile now aligned to 2022 Portfolio Business Case update.	
	Warren Hall, Broughton	North Wales Economic Ambition Board	0.00	0.00	0.00		
	<i>Project Withdrawn*** (Key Strategic Site, Bodelwyddan)</i>						
	Former North Wales Hospital, Denbigh	North Wales Economic Ambition Board	0.00	0.00	0.00		
	Parc Bryn Cegin, Bangor	North Wales Economic Ambition Board	0.00	0.00	0.00		
	Holyhead Gateway	Stena line	0.00	0.00	0.00		
Agri-food and Tourism	Glynllifon Rural Economy Hub	Grŵp Llandrillo Menai	0.00	0.00	0.00	No Full Business Cases have been approved. Expenditure profile now aligned to 2022 Portfolio Business Case update.	
	<i>Project Withdrawn (Llysfasi Net Zero Farm)</i>						
	Tourism Talent Network	Grŵp Llandrillo Menai	0.00	0.00	0.00		
Innovation in High Value Manufacturing	Enterprise Engineering and Optics Centre	Glyndwr University	0.00	0.00	0.00	No Full Business Cases have been approved. Expenditure profile now aligned to 2022 Portfolio Business Case update.	
	Centre for Environmental Biotechnology	Bangor University	0.00	0.00	0.00		
Portfolio Management Office Costs (1.5%)			0.56	0.00	-0.56	We estimate spending £434k during 2022/23.	
Total			2.26	1.64	-0.62	See above	

* Variance is the difference between the planned profile (Portfolio Business Case 2022) and the Actual Year to Date (YTD) expenditure. YTD figures up to end of December 2022



Programme	Project	Sponsor	Summary
Digital	Digital Signal Processing Centre (DSP)	Bangor University	The project will allow the DSP Centre to expand its presence and remit, integrating fully with the National Strategy Project (NSP) and enable the scaling of key assets including a 5G testbed, research capacity and state-of-the-art equipment.
	Connecting the last few %	Economic Ambition Board	This project targets universal superfast coverage across North Wales, which have yet to be served by other means and cannot obtain speeds of at least 30Mbps (download).
	Connected Key Sites and Corridors	Economic Ambition Board	This project aims to enhance the reliability and quality of mobile services on the main roads and rail routes in North Wales, enabling full-fibre services to key commercial sites across the region. Focussing on developing fibreoptic networks, which are essential for delivering 4G, 5G and gigabit capable broadband.
	Connected Campuses	Economic Ambition Board	The project will accelerate the development of a range of digital connectivity options with a current focus at 18 key regional economic sites.
Low Carbon Energy	Cydnherth (Morlais)	Menter Môn	Investing in infrastructure to connect to the National Grid network and monitor marine environmental effects. This will enable an increase in the deployment of turbines by tidal developers and the generation of renewable energy.
	Hydrogen Hub and Transport Decarbonisation	Economic Ambition Board	Support delivery of a demonstrator project involving the production of green hydrogen from low carbon energy sources and its use within regional transport networks.
	Low Carbon Energy Centre of Excellence (Egni)	Bangor University	Investing in the development of facilities at Bangor University and Menai Science Park, enhancing the North Wales and UK capabilities for innovation in low carbon energy and related areas, helping to create the conditions for new inward investment and business growth in the low carbon energy supply chain in North Wales.
	Smart Local Energy	Economic Ambition Board	To help achieve renewable energy, decarbonisation and local ownership targets, the project will support innovative enabling projects and demonstrators that overcome market failures and unlock private and community sector investments in smart local energy solutions.
	Trawsfynydd	Cwmni Eginio	The site is uniquely placed for a 'First of A Kind' deployment of a Small Modular Reactor (SMR) or Advanced Modular Reactor (AMR). Alongside the public and private sector, the Growth Deal will contribute funding towards enabling infrastructure for this development.
Land and Property	Western Gateway, Wrexham	Economic Ambition Board	Delivery of primary services to enable the site to be brought to the market for sale and development.
	Warren Hall, Broughton	Economic Ambition Board	Delivery of primary services to enable the 65-hectare mixed use site to be bought to the market for sale and then development by the private sector.
	<i>The Bodelwyddan Key Strategic site project has been withdrawn. A replacement project has yet to be identified.</i>		
	Parc Bryn Cegin, Bangor	Economic Ambition Board	Provide industrial floor space to meet known demand for units.
	Former North Wales Hospital, Denbigh	Economic Ambition Board	The Growth Deal funding will assist in the delivery of a cleared and remediated site with primary services to bring forward a mixed-use commercial and residential development
	Holyhead Gateway	Stena Line	Future proof the Holyhead Port by providing new deep-water heavy loading and cruise facilities, improved vehicular access, guaranteeing the future of the breakwater and providing for the demands of regional energy projects.
Agri-food and Tourism	Glynllifon Rural Economy Hub	Grŵp Llandrillo Menai	The vision is to create a distinctive, world-class Rural Economy Hub at Glynllifon, offering a range of facilities and services to strengthen and enhance the regional economy, specifically through growing the food and drink sector.
	<i>The Llysfasi Net Zero Farm project has been withdrawn. A replacement project has yet to be identified.</i>		
	Tourism Talent Network	Grŵp Llandrillo Menai	Future-proofing the pipeline of skills provision and increase commercial benefits from one of the most established sectors in the region. The talent network will stimulate public-private collaboration to coordinate action on skills and product development to transform and accelerate the growth of the tourism and hospitality sector in the region.
Innovation in High Value	Centre for Environmental Biotechnology (CEB)	Bangor University	The Centre for Engineering Biotechnology will be a world-leading centre in the discovery and characterisation of novel extremophilic enzymes of industrial relevance. The Centre for Engineering Biotechnology will provide a strong foundation for attracting world-leading researchers, significant public and commercial research funding, and inward investment to Wales.
Manufacturing	Enterprise Engineering & Optics Centre	Glyndwr University	The Enterprise Engineering & Optics Centre will provide facilities targeted to boost high-level skills development for the region and enable Small and medium-sized enterprises (SME's) and large businesses to work in partnership with Wrexham Glyndwr University on commercially driven research and development in optics, composites and hydrogen fuel cells.

Committee	Education and Economy Scrutiny Committee
Title of Report	Education and the Welsh language: A new vision for the Immersion Education System towards 2032 and beyond
Date of meeting	23 March 2023
Author	Rhys Glyn
Head of the Immersion Education System	Rhys Glyn
Relevant Cabinet Member	Councillor Beca Brown

1. PURPOSE OF THE REPORT

1.1 This report is presented at the request of members of the Education and Economy Scrutiny Committee.

1.2 By means of this report, background information is presented about the vision of the immersion education system, along with providing answers to the questions of the scrutinisers received in advance about the arrangements for the immersion education provision in Gwynedd.

2. BACKGROUND

2.1 On 10 June 2021, the following were brought before the Education and Economy Scrutiny Committee:

- A proposed new immersion education system and vision for Gwynedd
- A copy of the Summary Report: Gwynedd Language Centres' Pilot Scheme for reference.

A copy of the report and appendices can be obtained by following the links below:

[Education and Economy Scrutiny Committee Report](#)

[Appendix 1](#)

[Appendix 2](#)

2.2 Following that, on 6 July 2021 we went before the Cabinet asking them to approve and implement the vision of the *“Immersion Education System towards 2032 and beyond”*, including to invest £1.1 million of Welsh Government Welsh-medium education capital funding to establish new immersion education sites in Tywyn and Bangor, as well as improving existing facilities at Porthmadog, in accordance with the report.

A copy of the report and relevant appendices can be obtained by following the links below:

[Cabinet Report](#)

[Appendix 1](#)

[Appendix 2](#)

[Appendix 3](#)

3. SCRUTINISERS' QUESTIONS

3.1 *Why does Gwynedd not have a plan in place to ensure that there is immersion progression for children who move from 'cylchoedd meithrin' to primary schools? Children are not sent to Immersion Centres until they reach year 2.*

The aim of the Language Policy is to ensure that all pupils within the county have the appropriate linguistic skills in Welsh and English. The expectation is the same for every school. As part of the policy, the 'Cylchoedd Meithrin', under the guidance of Mudiad Meithrin and the Authority in terms of nursery education provision and the Foundation Phase, implement immersion principles to ensure that children from a very early age will acquire the Welsh language as soon as possible, or further nurture their confidence and skills in the Welsh language. It is therefore expected that nursery children up to the age of 7 are immersed in the Welsh language completely naturally within the provision of the 'Cylchoedd Meithrin' and the mainstream provision of the Foundation Phase of our schools here in Gwynedd. This is to account for pupils not being referred to the Immersion System until they reach year 2.

3.2 *Previously, I understand that Language Centres immersed children for an entire week. Anglesey continues to immerse for five days per week. Now, in Gwynedd, children return to schools for a few days per week. Why have you changed the previous arrangement?*

The main case for change and the need for a new vision for the Gwynedd immersion education system can be summarised to the following fields, and further details about these can be found below:

- Place the learner's needs at the centre
- Modernise the provision and make it contemporary
- Work in partnership
- An opportunity to create a first-class learning environment
- New opportunities as a result of COVID-19
- Lessons learnt as a result of the Pilot Scheme implemented at the request of the Cabinet

Place the learner's needs at the centre

- The need for the system to promote the achievement and welfare of Gwynedd newcomers to acquire the Welsh language while keeping in contact with their local school and peers at the same time.
- The need for the system to be able to assist parents and carers to understand the value of Welsh-medium education to support their children.

Modernise the provision and make it contemporary

- The need for the system to respond to the needs of the learners and the curriculum.
- The need to invest in the infrastructure for the system including digital resources.

Work in partnership

- The need for the Education Department and schools to work in partnership and take joint ownership of the immersion education system.
- The need for the immersion education system to provide guidance, support and resources to schools to enable them to support learners to make further progress in terms of their Welsh language confidence/skills.

An opportunity to create a first-class learning environment

- An opportunity to invest £1.1million of Welsh Government Welsh-medium education capital grant into the immersion education system, improving the learning environment and infrastructure.

New opportunities as a result of COVID-19

- Blended learning provision, i.e. the Language Centres provided blended learning as a result of the numerous lockdowns, namely face-to-face teaching at school, live learning sessions via Teams, together with work on Google Classrooms. This was recognised as excellent practice by Estyn.
- The schools are asking for immersion education expertise and resources to support the Welsh language to be extended across the system.

Lessons learnt as a result of the Pilot Scheme

- The pilot highlighted the need to consider the welfare of learners and keep in contact with their peers; many are finding it difficult to blend in back at their local school after their time at the Centre.
- The need to strengthen the relationship with schools to enable further progress in terms of support for language development.

3.3 *When children who are being immersed in a Centre go back to the schools for one day or more per week, in what way would they be further immersed in the schools?*

Pupils return to mainstream schools every Friday. System staff will spend one session/lesson supporting them in their class. The level of support varies and depends on the individuals and their class. In some schools the teachers ask for support within the class to help the latecomers cope with a cross-curricular task in Welsh. At other times the class teachers send the child along with a group of pupils who would also benefit from the support to a separate room to practise patterns - play specific games to reinforce vocabulary, pattern or syntax. In addition the staff of the centres prepare specific activities based on what was learned at the centre during the week. This is an opportunity for the child to assimilate his/her linguistic skills on a simple level to begin with and this is also an opportunity for the class teacher to have access to resources that are also suitable for other children within their classes. These regular visits are an opportunity for the teachers in the mainstream and the peers of the latecomers to understand the immersion process and see the children's development and progress over time. It is also an opportunity for the individuals to gain confidence and get used to the Welsh language outside the walls of the centre. The staff in the centres present the language in a visual way using many different gestures and expressions to convey meaning - gradually returning to mainstream schools is an opportunity for the learners to become more independent over time and try to cope gradually without all the scaffolding they have in the language units.

3.4 *What is the extent of the 'immersion method' training available to primary teachers and assistants?*

3.5 *Do teachers use and espouse the 'immersion method' or do they continue to use the 'sandwich' method which makes extensive use of English?*

In the primary schools, most teachers use effective immersion methods. At the beginning of the educational year, specific training was held for the teachers and Foundation Phase assistants of each school in each cluster within the county. The training was based on the principles of successful immersion in the Estyn Report: '*Welsh Immersion Education - Strategies and approaches to support 3 to 11-year-old learners*'. During the training the teachers of the language units modelled the principles one by one and showed examples of

how to use them effectively. In addition, an Oracy in Welsh plan was shared that mapped a linguistic journey across Progression Steps 1 and 2. As a follow-up to this training we will hold a session for KS2 teachers expanding the plan to include Progression Step 3.

3.6 Do teachers make actual use of their ability to refer children (except for latecomers) to be immersed?

- **Are there annual statistics of how many children (excluding latecomers) each school refers to the Immersion System and how many of those children went to Immersion Centres?**
- **If teachers make few referrals to the Immersion System, what kind of further encouragement does the Council believe should be given to ensure that teachers change their habits?**
- **What is the extent of the Language Refreshing that the Language Centres offer to 'mainstream learners'?**
- **Which indicators do the Council, Schools and the Centres use to ensure that the Language Refreshing has been successful?**

The main purpose of the Immersion Centres since their establishment in 1984 is to support newcomers to acquire the Welsh language through intensive immersion. However, the staff of the Language Centres over the years have responded to calls from time to time from schools for assistance to develop or encourage the oracy skills of learners who are not newcomers. In addition, Cefn Coch language centre held a language refresher course in the summer term from time to time, in response to a demand from schools that the centre served, with a specific focus on year 6 learners who were transferring to secondary school.

Statistics on the number of learners referred to the Access Forum April 2022-2023

Baseline Assessment of learners who attended the Language Units	No Welsh at all - just moved to Gwynedd	A very elementary knowledge, e.g. days of the week, some colours - having spent less than six months in Gwynedd	Understands Welsh but very lacking in confidence. Has spent more than a year here in Gwynedd and within the education system
Summer Term 2022	22%	19%	59%
Autumn Term 2022	58%	12%	30%
Spring Term 2023	58%	27%	15%

4. DEVELOPMENTS IN THE IMMERSION EDUCATION SYSTEM

4.1 Cynllun ABERWLA

This scheme was started with funding from the Welsh Government's Immersion Revenue grant in 2021-2022. Author and former children's laureate for Wales, Anni Llŷn, was commissioned to write a new Immersion Plan for the county's latecomers. This was a great opportunity to update the current plan within the language centres which dated back to the 1980s but which was also innovative in its day. Receiving the Welsh Government Immersion grant has enabled us as an Immersion Education System to incorporate elements of the new

plan on a digital virtual platform which gives the work a completely new and innovative look. Animated Technologies, an animation company from M-SParc Gaerwen, has been working hard with us to make this vision a reality.

The plan created by Anni is full of creative buildings, e.g. garage, Huw Panad's café and gadget shop together with interesting characters. The aim for the future is therefore to create all these digitally on the virtual platform in order to enrich the learners' experiences as they acquire the Welsh language. A request for further funding on behalf of the Department has been approved by the Welsh Government to develop this project to its full potential. We will continue to work with Animated Technologies and Bangor University to extend this innovative and revolutionary resource in the language immersion field. The resource will foster healthy attitudes towards the Welsh language as an everyday language and a living language, supporting our latecomers here in Gwynedd but available to be used all over Wales! The Government has already increased the immersion grant to Gwynedd by £150,000 in order to share the project nationally and work is ongoing with three local authorities to trial the educational resource. This is a very exciting time for us here in Gwynedd in the field of language immersion and we look forward to launching the finalised Plan on the virtual platform at the National Eisteddfod of Wales, Llŷn ac Eifionydd, to be held in Boduan in 2023.

4.2 Bangor Catchment Area Foundation Phase Immersion Project

Receiving the immersion grant from the Welsh Government has also allowed us to employ a teacher for a period of three years to operate as an outreach teacher to provide a Welsh-language immersion service to embed the essentials of language immersion in the Foundation Phase in the more Anglicised areas of the county, e.g. Bangor - and specifically Ysgol Ein Harglwyddes. The role of the teacher is to jointly plan, train and teach in the context of the essentials of language immersion. She presents appropriate immersion language patterns to all classes in the Foundation Phase at Ysgol Ein Harglwyddes and models linguistic planning across the Areas of Learning and Experience, and implements those plans within the zones in order to ensure opportunities for the learners to reinforce the language patterns in various contexts, e.g. Language patterns - progression steps 1 and 2.

This investment undoubtedly contributes to the Education Department's commitment to increase the provision of Welsh at Ysgol Ein Harglwyddes and therefore act on the requirements of the language categorisation process of non-statutory schools. The legacy of this investment over time is that the confidence and proficiency of the staff to teach through the medium of Welsh will increase significantly. In addition, the project will be an immersion provision plan for the future. The teacher's input will also be a means of starting the process of changing the image and culture of the school during a period of preparation to move to a new building in Glanadda as a result of investment from the Sustainable Learning Communities programme. The teacher will also be responsible for establishing a partnership with Ysgol Santes Helen in Caernarfon which is also a Catholic School, but a naturally Welsh-medium school, in order to share good practice and promote collaboration to provide curricular and extra-curricular experiences within faith schools.

4.3 Years 5 and 6 Learners' Support Pack to encourage them to choose a Welsh-medium Education route as they transfer to secondary school in the Bangor catchment area.

In the Bangor cluster we have a cluster of primary schools feeding two secondary schools, namely Tryfan and Friars. Traditionally Tryfan has been admitting children who are confidently bilingual and keen to follow an education path through the medium of Welsh. On the other hand, Friars has provided bilingual education with the emphasis in favour of English. In the current categorisation process, Tryfan falls into category 3 and Friars into category 3T. Linguistic diversity within the catchment area's primary schools also exists, although all of them with the exception of Ysgol Ein Harglwyddes naturally fall into category 3. In light of this we as an Authority have strategic plans to encourage and direct more learners to choose a Welsh-medium education route. Our aim with this project is therefore to increase the number of learners over the course of three years who choose to follow a Welsh-medium route when transferring to secondary school in Bangor. Achieving this goal will contribute towards Outcome 3 of the Gwynedd WESP which is 'more children continuing to improve their Welsh-language skills when transferring from one stage of their statutory education to another'.

The Welsh Government Immersion Grant investment 2022-2025 will enable us to establish partnerships with Urdd Gobaith Cymru, Sbarduno and Cwmni'r Frân Wen to offer specific provision to years 5 and 6 pupils of target schools in the Bangor catchment area.

We will offer an interesting, exciting and appealing provision over two terms to the pupils over time to ignite their interest through the medium of Welsh and to improve and reinforce their skills in the Welsh language to become confident to be able to follow a Welsh-medium secondary education route when transferring from primary to secondary but also embedding their desire to do so, seeing the educational, social and economic benefits.

4.4 Transition pack from the Language Centres back to the mother school.

Following the establishment of the new Immersion Education System here in Gwynedd, we have restructured the course for latecomers and children who lack confidence in the Welsh language within our language centres. We now offer a primary and secondary course for four days a week over a period of 10 weeks. By doing this it enables us to offer support and an after-care service to the children as they return to their mother school regularly. This gives them the opportunity to keep in touch with their friends and also familiarise themselves with what is happening within the curricular context of their class. In addition, this transition day promotes the contact and relationship between the staff of the language units and the staff of mainstream schools. In order to facilitate arrangements and offer the best support to the learners we are currently creating a support package to assist the learners in the mainstream during the immersion course.

The package of cross-curricular resources is based on the principles of immersion and offers learners regular opportunities to practise and reinforce language patterns, syntax and vocabulary.

The pack is available on Hwb's digital platform in the form of a Google Classroom which is a familiar resource for our teachers in the centres and schools. The resource has a digital format, and the provision is wide-ranging and in multimedia form to ensure enriching

experiences for the latecomers and their peers in the mainstream to acquire and reinforce language patterns and vocabulary.

5 NEXT STEPS FOR THE IMMERSION EDUCATION SYSTEM

5.1 Over the coming years, we will:

- Extend the virtual Aberwla project nationally.
- Create short courses during the end of the summer term and the beginning of the autumn term specifically for learners who are transitioning from primary to secondary.
- Continue to foster professional enquiry skills among the staff of the System when creating case studies in the context of Immersion as a further development to the Webinars developed in 2022.

6 RECOMMENDATIONS

6.3 Members are asked to:

- provide any observations on the immersion education provision in Gwynedd, and the next steps for the Gwynedd immersion education system.

Agenda Item 7

COMMITTEE	Education and Economy Scrutiny Committee
TITLE OF REPORT	Workforce Planning
DATE OF MEETING	23rd of March 2023
PROJECT LEAD	Ian Jones, Head of Corporate Support
CABINET MEMBER	Councillor Menna Jones

Summary

1. This report provides an overview of the Council's situation in relation to recruiting and retaining staff. It refers to the challenges over the past few months and the steps that have already been taken to address the issues.
2. The report also provides an overview of the Council's long-term objectives in relation to Workforce Planning.

Background

3. During 2022, the latest information at a UK level on the labour market outlook, in addition to Research surveys undertaken by employment bodies such as the Chartered Institute of Personnel and Development (CIPD), clearly indicated that there were problems in all sectors of the economy in relation to recruiting and retaining staff.
4. Whilst the very latest statistics show that there was a decrease in the number of vacancies in the economy between November 2022 and January 2023, the number remains over the one million and research undertaken by employer bodies conclude that organisations will over the course of the next year be increasing their efforts in recruiting and retaining high quality staff.¹
5. The competition for staff has had an impact on all areas of the economy and has become an issue in local government in Wales and locally for us in Gwynedd as well.
6. It is important to the Council as an employer that we recruit the correct people, with the required skills, to the appropriate roles and that they are empowered and

¹ Note that the Government of Wales' data unit do not produce specific statistics on vacancies in Wales.

supported to undertake their role to the best of their ability. Our efforts to ensure this involves the following activities:

Recruit the correct people

- Identify and use creative means of recruiting new workers to the Council, with a clear focus on equality and diversity.
- Focus on the candidate's experience, and through that improve recruitment processes.
- Recruit to the Council's values, in addition to professional requirements.

Retaining talented staff

- Appreciate the skills, information, and successes of staff, through continuing to promote the wide range of benefits available.
- Clear job descriptions, which provides a basis to continuous development and appraisal discussions.

Develop the profile of the employer

- Identify what makes the Council unique as an employer, including its values.
- Identify, through various means, the reasons why the Council's workers are proud to work as part of the team. For example, the characteristics of the county, the Welsh language, flexible working arrangements.

7. Recently the HR team conducted an exercise to analyse the hot spots in terms of vacant roles within the Council. The analysis was based on the information as identified at the end of January 2023. It should however be remembered that the situation changes constantly and quickly, and therefore these statistics should not be viewed as undeniable facts on their own.
8. In January, there were up to 200 permanent jobs vacant on the Council's structure. In terms of percentage, this means that about 4% of the Council's jobs were vacant at the time. In addition, there were up to 55 temporary jobs that were vacant. As a total therefore, it could be concluded that there were about 5% of the Council's jobs that were vacant in January this year.
9. This figure does not include staff that are employed directly in our schools. Neither does it follow that all 255 jobs were full time, and it should be remembered that the Council is not constantly attempting to fill 255 roles at any one time. In fact, whilst working on gathering this data, we were informed more than once that managers were hesitating as to whether a job should be filled, either because they were reviewing the duties and responsibilities or they were taking account of the current financial pressures on the Council's departments.

10. As referred to earlier in this report, the published information available to enable us to compare this 5% figure with a comparable organisation is minimal, but to give some context in September 2022 the Health Service in England announced that the vacancy rate in their Services were 11.9% (in a much larger organisation of course).
11. Details of some of the key vacant jobs identified in January can be seen in Appendix 1.
12. At the same time an analysis was undertaken of the number of applications that were received for roles in the period between the 1st of April and 3rd of November 2022. On average, the Council received two applications per role during the period in question. To give some context to this figure, the HR company XpertHR concluded in 2021 that employers in Wales were on average receiving 14 applications for each role (although this is a general and high-level figure for Wales, with the possibility of a high degree of variation between organisations).
13. In such a large and varied organisation as the Council the situation is complex, but the above statistics give a direction to how we address the situation. Further work is being undertaken to identify what departments are suffering most with a low number of applicants; this will help us to form our recruitment plans within the framework shown in paragraph 6 above.
14. There are however some indications that the situation is improving. The following data on job adverts, in particular the reduction in the number of jobs that are advertised, support these indications.

Month	Number of jobs advertised	Number of appointments	Percentage
May '22	101	37	36%
June '22	110	38	34.5%
July '22	73	34	46.5%
August '22	87	44	50%
September '22	97	19	19%
October '22	89	50	56%
November '22	83	23	27%
December '22	61	14	22%
January '23	49	23	47%

We will be analysing this data closely over the next few months, to measure the impact of our efforts to fill vacant roles.

Turnover

15. In general terms, it is not possible to state with any certainty what level of staff turnover can be damaging to an organisation's performance, and to some extent a certain level of turnover can be healthy. It depends how easy it is to identify new staff when individuals leave, and which roles those individuals undertake. When those skills are specialised, are highly sought after, and the recruitment pool is smaller than what might be available to other employers, then losing one or two key individuals can be painful for a service.

16. The latest information on staff turnover at a Council level is as follows:



Figures for 2022/23 will be calculated in in the new financial year.

The turnover at a Council level is consistent and suggest that there is not a huge issue in terms of staff leaving the organisation. We can however conclude that the challenge for us is to identify and attract new staff, when considering the specialised nature of some areas of work and the size of the talent pool available to us.

17. To enable us to learn about the reasons as to why workers are leaving the Council, we are now ready to implement a new arrangement for conducting leaving questionnaires and interviews. There has been some delay in introducing the new arrangements, and our original plan was to introduce the arrangements over the winter months. The problems have now been resolved and staff and managers will be receiving further information over the forthcoming weeks.
18. All the above information will help human resources officers and departmental management teams to better understand how to address recruitment and retention problems.
19. In exceptional and critical situations, the Council can use a market supplement, either to try and attract candidates or retain current employees. Under a market supplement measure, an additional sum is placed on top of the substantive salary for the role, for a specific period. It is used in exceptional circumstances only, and must

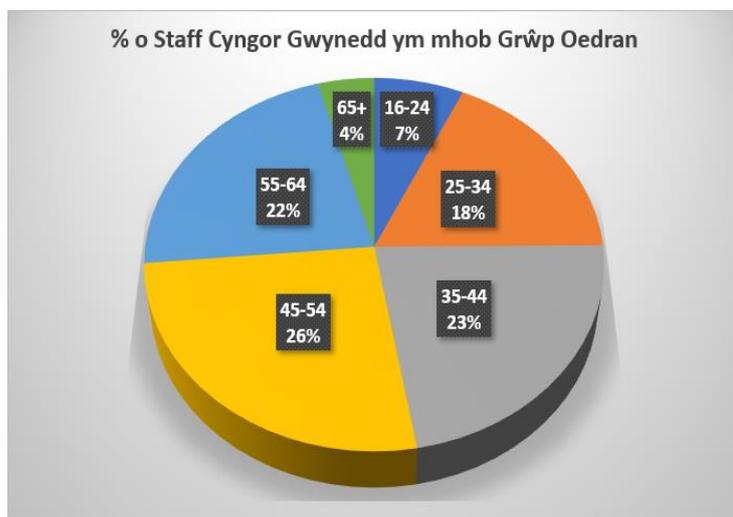
be supported by a sound business case, including data on salaries within other comparable employers. Issuing a market supplement cannot be a long-term fix to recruitment problems, but it is a mechanism that is available in incredibly difficult circumstances.

Workforce Planning Project

20. Whilst there are currently recruitment issues that we must resolve, “Workforce Planning” is a corporate improvement priority in the Council’s Plan for 2023 – 2028. The aim is to ensure that we have a sufficient pipeline of talent available to enable us to provide services to residents, and that we can ensure that supply in the long term. This means supporting the Council’s teams to be initiative-taking in planning their workforce and therefore avoiding short term recruitment problems.

21. One key factor to consider in planning the Workforce is the age profile of our staff. The following chart illustrates the most recent age profile for the Council’s Workforce:

AGE PROFILE - % OF STAFF IN EACH AGE BAND



Age band	Number of individuals
16 – 24	422
25 – 34	1097
35 – 44	1369
45 – 54	1607
55 – 64	1348
65 +	265

22. Over a quarter of the Council’s workforce is over 55 years of age, and the risk with that profile is the possibility that we could lose valuable skills, information, and experience in a relatively short period of time, which in turn could have an impact on services. It is important therefore that our workforce planning activities focus on succession planning, learning and understanding about what skills will be required in the future, and developing leaders for the future. The following is a summary of some of the work that is being undertaken in relation to the long-term aim of the project.

- a) Apprenticeships – Since 2019 the Council has invested in an apprenticeship scheme to attract the next generation of talented staff into the Council’s workforce. The work areas are consistent with departments’ skill requirements, and the scheme contributes through creating opportunities to of all ages to develop through a framework that provides relevant qualifications and skills. Since 2019, over 40 individuals have taken the opportunity, whilst 17 individuals are currently taking part in the scheme. 23 individuals have completed their apprenticeship with 75% of them being appointed to jobs with the Council. The next recruitment cycle for attracting 30 apprenticeships has recently commenced.

- b) Cynllun yfory – This scheme was established a number of years ago, as another means of investing in individuals who wish to develop a career with the Council. Since 2017, 28 trainees have been appointed. Each of the 16 individuals that has completed the scheme has been offered a role with the Council. There are currently 11 individuals taking part in the scheme, and we will over the forthcoming 3 months be recruiting another 5 trainees.

- c) Jobs fairs and contacts with educational establishments are being used to attract individuals to take an interest in the above schemes. On a wider level, there is collaboration with the Economy and Regeneration Department so that the Council is present in all sorts of jobs fairs, with the intention of further developing this aspect over the forthcoming year.

- d) Developing Potential Scheme – a pilot programme has been developed and undertaken within the Corporate Support Department that focuses on developing the existing workforce. There is a focus in the programme on developing an expertise or developing leadership skills. The next step is to offer this programme to other departments. In addition, the Council has in place a programme that focuses on supporting women to develop for leadership roles. We will also over the course of the next few months be developing a new senior leadership development programme.

- e) Work experience scheme – Providing opportunities for unpaid placements is seen as a further means of attracting individuals to take an interest in developing a career with the Council. A scheme is being developed that will be focusing on providing real opportunities for individuals to have an insight into working in various departments within the Council.

- f) Research into the future of skills and jobs within local government – We will be undertaking research to understand what skills requirement will be in the future. This will enable long term planning for the requirements of the workforce.

Equality, Diversity, and Inclusion

23. Equality, diversity, and inclusion is an integral part of this whole programme of work. At the end of 2022, an assessment was undertaken with *the Inclusive Employers* company, with the specific intention of receiving feedback and improving how the Council recruits a diverse workforce. We are awaiting their feedback, but we will be using the guidance we receive to develop plans to improve how we recruit and attract people to take an interest in the Council as an employer. We anticipate that the feedback will help us to develop our brand as an employer, in addition to providing guidance on improving how we include staff in developing innovative approaches. There is an opportunity here to expand the recruitment net and develop the diverse and inclusive nature of the Council as an employer reflective of the community.
24. The plans that are noted above, in addition to further developments over the next few years, will enable us to be proactive in addressing staffing needs in the future.
25. Members are asked to note the contents of the report and to provide comments.

The following provides detail on many of the jobs that were vacant at the end of January 2023. This situation will have now moved on but the below provides an insight into the gaps that were present at the time.

Education Department (does not include staff working in and employed by schools)	<ul style="list-style-type: none"> • 3 specialist roles in ADY service • 1 senior specialist assistant in ADY • 1 Teacher ADY
Environment Department	<ul style="list-style-type: none"> • 2 Enforcement Officers (Planning) • 1 Enforcement Officer Public Protection (Food Safety) • 1 Enforcement Officer (Trading Standards) • 3 Building Control Officers • 1 Senior Engineer
Finance Department	<ul style="list-style-type: none"> • 1 Group Accountant • 1 Group Leader • 2 Assistant Accountants • 2 Account Assistants • 1 Leader Digital Enablement (IT) • 1 Officer Digital Transformation (IT) • 1 assistant programmer •
Economy and Regeneration Department	<ul style="list-style-type: none"> • 1 Programme Manager - regeneration • 1 Programme Manager • 1 Regeneration Officer Meirionnydd • 1 Maritime Beaches Officer • 1 Beaches Officer Porthmadog • 1 Senior Officer – strategic regeneration
Adults, Health and Well-being Department	<ul style="list-style-type: none"> • 17 Care Assistants (Residential) • 15 Support Workers (Learning Disability) • 33 Community Carer (estimate based on 20 hours per week) • 3 Social Workers • 3 Support Workers
Children and Supporting Families Department	<ul style="list-style-type: none"> • 4 Social Workers • 5 Social Care Workers • 5 part time roles in Youth Project work • 2 Senior Social Workers
Highways Department (including YGC)	<ul style="list-style-type: none"> • 4 Road Workers • 3 Engineers • 3 Technicians
Housing and Property Department	<ul style="list-style-type: none"> • 2 Building Repairs and Maintenance Officer • 1 Building Surveyor

Leadership Team	<ul style="list-style-type: none">• 1 Legal Service Manager• 1 Team Leader• 1 Solicitor – Projects and Contracts• 1 Solicitor
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Agenda Item 8

MEETING	EDUCATION AND ECONOMY SCRUTINY COMMITTEE
DATE	23 March 2023
TITLE	Finance Performance Challenge Meetings
PURPOSE OF THE REPORT	To nominate a representative to attend the Finance Department Performance Challenge meetings
AUTHOR	Bethan Adams, Scrutiny Advisor

1. The performance challenge meetings are held every other month (apart from April and August), per work field of the Council's departments. An update on the priority projects included in the Council Plan, the day-to-day performance measures as well as the risk register are considered.
2. An invitation is extended for representatives of the scrutiny committees to attend the meetings twice a year.
3. The Scrutiny Committees representatives are invited in order to:
 - Have a flavour of what grasp the individual departments have of performance matters.
 - Identify, if required, any performance matters which could merit the attention of a formal scrutiny committee in due course.
4. Representatives are expected to report back to the first informal meeting of the relevant scrutiny committee following these meetings.
5. At a meeting of the Committee on 14 July 2022, representatives were nominated to attend the performance challenge meetings in the fields of work that were relevant to the committee.
6. Councillors Beth Lawton and Elin Hywel were nominated to represent the committee at the Finance Performance Challenge meetings.
7. Councillor Elin Hywel has stepped down from being a member of the committee so a member needs to be elected to represent the committee in her place.
8. **The Education and Economy Scrutiny Committee is asked to nominate a member to represent the committee at the Finance Performance Challenge meetings.**