Complete Agenda

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CABINET

CYNGOR GWYNEDD

DATE	Tuesday, 13th October, 2026
TIME	1.00 pm
LOCATION	Cyfarfod Hybrid / Hybrid Meeting - Siambr Hywel Dda, Swyddfeydd y Cyngor, Caernarfon LL55 1SH
CONTACT POINT	Gwen Alaw Roberts GwenAlawRoberts@gwynedd.llyw.cymru cabinet@gwynedd.llyw.cymru

GWYNEDD COUNCIL CABINET MEMBERS

Members	
Nia Wyn Jeffreys	Council Leader
Craig ab Iago	Cabinet Member for Environment
Dilwyn Morgan	Cabinet Member for Adults, Health and Wellbeing
Paul John Rowlinson	Cabinet Member for Housing and Property
Menna Trenholme	Deputy Leader and Cabinet Member for Children and Supporting Families
June Jones	Cabinet Member for Highways, Engineering and Ymgynghoriaeth Gwynedd Consultancy
R Medwyn Hughes	Cabinet Member for Economy and Community
Dewi Jones	Cabinet Member for Education
Huw Wyn Jones	Cabinet Member for Finance
Llio Elenid Owen	Cabinet Member for Corporate Services and Legal and the Welsh Language

AGENDA

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THE CABINET, TUESDAY, 15 SEPTEMBER 2026

Present-
Councillors: Nia Jeffreys, Menna Trenholme, R. Medwyn Hughes, Craig ab Iago, Huw Wyn Jones, June Jones, Dilwyn Morgan, Llio Elenid Owen, Dewi Jones and Paul Rowlinson.

Also present-
Dafydd Gibbard (Chief Executive), Dylan Owen (Corporate Director), Iwan Evans (Monitoring Officer), Dewi Morgan (Head of Finance), Bethan Williams (Mantell Gwynedd), Mari Wynne Jones (Head of Adults, Health and Well-being Department), Gwern ap Rhisiart (Head of Education Department), Dafydd Gwynne (Strategic Partnerships Manager, Betsi Cadwaladr University Health Board), Professor Sally Holland (Chair of the Response Plan Programme Board), Lowri Cadwaladr Roberts (Assistant Head of Housing and Property Department), Debbie Jones (Assistant Head of Education Services), Gerwyn Jones (Assistant Head of Environment Department), Cllr Geraint Wyn Parry (Vice Chair of the Education and Economy Scrutiny Committee), Cllr Dafydd Davies (Clynnog Ward Local Member), Cllr Peter Thomas (Llanllyfni Ward Local Member), Catrin Love (Assistant Head of Corporate Services Department), Joanne Parry (Customer Care and Registration Manager), Sioned Owen (Senior Early Years Service Manager), Gwen Roberts (Democracy Services Officer).

1. APOLOGIES

The Council Leader thanked everyone who had been working tirelessly in our communities during the busy summer. She highlighted that it was International Democracy Day and the importance of being open, accountable, and transparent in making decisions on behalf of the people of Gwynedd was recognised.

No apologies were received.

It was noted that Cllr Dilwyn Morgan and Cllr Craig ab Iago had to leave the meeting early as they had other meetings to attend.

2. DECLARATION OF PERSONAL INTEREST

Councillor Paul Rowlinson declared an interest in relation to Item 6. The member did not consider it to be a prejudicial interest and did not withdraw from the meeting.

Councillor Paul Rowlinson declared an interest in relation to Item 10, and the Member left the meeting.

Declarations of interest were received from Councillors Nia Jeffreys and June Jones in relation to Item 11. They did not consider it to be a prejudicial interest and did not leave the meeting.

3. URGENT ITEMS

There were no urgent matters.

4. MATTERS ARISING FROM OVERVIEW AND SCRUTINY

There were no matters arising from overview and scrutiny.

The Chairs and Vice-Chairs of the scrutiny committees who attended Cabinet meetings were thanked for reporting back on the committees' recommendations to the items that had been scrutinised.

5. MINUTES

The minutes of the meeting held on 7 July 2026 were accepted as a true record.

6. COMPACT: CYNGOR GWYNEDD AND THIRD SECTOR COLLABORATION AGREEMENT

The report was submitted by Cllr Dilwyn Morgan.

DECISION

To approve and adopt the Compact: Cyngor Gwynedd and Third Sector Collaboration Agreement as a strategic framework for the relationship between the Council and Third Sector organisations in Gwynedd.

DISCUSSION

The importance of the relationship between the Council and Third Sector organisations was highlighted, and the sector was thanked for its contribution to the wellbeing of the people of the County.

It was explained that the Compact was a piece of work that has been undertaken by the Council in close partnership with Mantell Gwynedd for some time now.
It was explained that the Compact demonstrated how the Council intended to work collaboratively with the Third Sector to seek to ensure that the Council's duties were met and fulfilled with excellence.
It was noted that extensive consultation had been carried out in relation to the Compact, and part of that consultation had been carried out with Mantell Gwynedd.
The value of working with the Third Sector was recognised so as not to duplicate services, and as they were often closer to communities, and therefore able to deliver services in a manner that had awareness of the principles and values of those communities.

The Chief Officer of Mantell Gwynedd was welcomed to the meeting.
It was pointed out that a considerable amount of time had passed since the last time the Compact was reviewed. Although this was an initial document, it was confirmed that an action plan would be in place and its impact would also be measured. It was revealed that the landscape had changed in Wales with new legislation now in force, and as a result, the relationship between the Council and the Third Sector needed to be looked at in a slightly different way.
Pride was expressed that there was now a good working arrangement between the Sector and the Council. The officer elaborated on the significant consultation conducted on the document for a period of more than a year, with input from the various networks in the Sector and several opportunities to provide feedback. Details provided of the broad Third Sector in Gwynedd, emphasising the need and appetite to work with partners to ensure prosperity. It was noted that the document demonstrated the trust between the two sectors in the County, and those individuals who had been very supportive of the Sector in the attempt to get to this point of having Compact is place were thanked. Mention was made of the dependence between the Council and Third Sector organisations to be able to provide all the effective services. Along with the action plan, it was highlighted that the Third Sector Liaison Group would drive the work forward.
It was emphasised that the wellbeing of the people of Gwynedd was at the heart of this Compact.
In addition, the Care Scrutiny Committee was thanked for its work in scrutinising the item.

<u>Observations arising from the discussion:</u>

- The importance of the Third Sector to the economy was also mentioned, and pride was taken in how both sectors were now working well together. It was noted that measuring the value of work was possible and it was ongoing through collaboration with Mantell Gwynedd. It was explained that measuring the success of the Compact was challenging, but it was intended to resume those meetings with the Third Sector and ask for their feedback. The Council's shift from being a commissioner to being a collaborative partner was mentioned, but that there needed to be a way to measure that change. It was added that established principles could be used to measure the social value of the Compact as well.
- The decision on the name of the Compact was called into question following feedback from the consultation. In response, it was confirmed that the feedback had been considered but that Compact was the term used by the Welsh Government, the UK Government and other Councils, therefore it had been decided to keep the name.
- It was agreed that community organisations were closer to the grassroots and therefore could perhaps provide a service in a less formal manner. Reference was also made to the flexibility of Third Sector organisations.
- It was asked who would represent the Council on the Third Sector Liaison Group in terms of officers and councillors. It was noted that officers and senior officers from various Council departments would be part of the Group, but that it would be a good idea to look at those items that were on meeting agendas and invite the relevant officers to those items. In terms of Councillors, it was suggested that it would be a good idea for the relevant

Cabinet members to attend, but that they were open to any recommendations from Cabinet in this regard.

- In response to a question about whether social enterprises were part of this Compact, it was stated that any organisation that seeks to benefit the local community on a not-for-profit basis was part of what was considered to be the Third Sector.
- There was appreciation for a strong Third Sector in Gwynedd, and the Council's commitment to the Compact and to the Action Plan to follow was assured.

7. ADOPT CYNGOR GWYNEDD'S ACTION PLAN FOR THE PREVENTION OF SUICIDE AND SELF-HARM 2026-2028

The report was submitted by Cllr Nia Jeffreys.

DECISION

To approve Cyngor Gwynedd's Action Plan for the Prevention of Suicide and Self-harm, which outlines the activities that will be carried out across Council departments as part of a corporate approach to support the objections of the Welsh Government's Suicide Prevention and Self-harm (Appendix 1).

DISCUSSION

A warning was given that this was a sensitive subject to discuss, and attention was drawn to the support that was available from several charities and organisations in the County.

It was reported that World Suicide Prevention Day had been held last week, and that September was widely recognised as Suicide Awareness and Prevention Month. It was highlighted that suicide was everyone's responsibility; organisations, communities, and individuals. The importance of being willing to discuss the topic openly in our communities was emphasised.

It was stated that the report stemmed from the Council's work in response to the Welsh Government's Suicide and Self-Harm Prevention Strategy. A Notice of Motion, which called on the Council to declare support for the Strategy and establish an Action Plan for Cyngor Gwynedd, had been passed at the Full Council meeting in December 2025.
Pride was taken in the fact that a lot of good work was already happening across the Council's services, in our schools and across our partnerships, and it was said that this Plan would bring that work together, strengthening awareness, training, and early intervention. The actions were detailed and it was confirmed that the work would build on the support already available at schools, strengthening early identification of concerns and ensuring that children and young people can access the appropriate support.

The officers, partners, and councillors were thanked for their contribution to the Plan's development.

Sadness was expressed that suicide rates had increased over the past few years, and therefore the importance of broad collaboration was emphasised to raise awareness and ensure that people were aware of where to turn for help or if they had concerns for another person.
It was intended to hold awareness sessions to increase awareness among people across the County, as well as the Council's workforce, and to promote specific training for the workforce. The officer expanded on this noting the intention to promote wider training as well, such as Domestic Violence training, and to be alert to the specific impact this could have on individuals.

The need to embed this understanding and promote wellbeing across the education system was also mentioned. It was confirmed that the Education Department was alert to the risks in this area and was increasing the support and training for the designated persons in schools. This Strategy was thought to be a step in the right direction and to ensure that it was at the forefront of our minds. In cases where such an incident has occurred, it has been noted that the Department had reflected on the support arrangements for children and young people at schools, as well as staff and headteachers. The importance of this work was emphasised.

Observations arising from the discussion:

- The Strategy was welcomed and there was agreement on the importance of raising society's awareness of these issues.
- Sadness was expressed that one of the charities working in this area had to close as a result of its financial situation. The importance of these charities and the work of the third sector in this area was mentioned.
- It was confirmed that the work would be submitted to the Scrutiny Committee and would form part of the Strategic Safeguarding Panel's work. It was highlighted that Cabinet would also be asked to review the Plan in due course.
- The Council's commitment to taking action was highlighted.

8. NORTH WALES REGIONAL ANCHOR CHARTER

The report was submitted by Cllr Dilwyn Morgan.

DECISION

• To note the content of the North Wales Regional Anchor Charter, approved by the Regional Partnership Board on 8 May 2026.

• To note the cross-referencing work completed between the commitments of the Charter and the priorities of the 2023-28 Cyngor Gwynedd Plan and the Council's day-to-day work.

• To acknowledge that the Council's existing work already makes a substantial contribution towards achieving the objectives of the Charter, and that there is an opportunity to strengthen these contributions in accordance with the Council Plan priorities.

• To note the opportunity to share the learning from the cross-referencing process, as well as examples of noteworthy practice, with other partners across the region as a part of the Council's commitment to the Wellbeing, Prevention and Anchor Framework approved by the Regional Partnership Board on 8 May 2026.

DISCUSSION

It was explained that the Charter was based on the belief that the area's large public institutions could use their influence to create economic and social benefit for local communities. It was elaborated that the Charter was led by the Regional Partnership Board, as part of the wider work of the Regional Wellbeing, Prevention and Anchor Framework. It was explained that the purpose of the report was to highlight how the Council's day to day work was already contributing to the objectives of the Charter. It was suggested that there might be an opportunity to look at what the Council could do to encourage staff to do more in their communities as well.

It was stated that the Regional Partnership Board had already adopted the Charter. Attention was drawn to the completed self-assessment of the Council's work against the items contained in the Charter, and it was highlighted that a large proportion of the scores were consistent, but that one area was low. Details of this were provided noting that several organisations were giving their staff time to go volunteering, and it was suggested that this was something to consider going forward. It was reported that there was a desire to use this information and discussion to enable this to feed into strategic considerations going forward.

The Strategic Partnerships Manager of Betsi Cadwaladr University Health Board was welcomed to the meeting. Life expectancy was highlighted as one of the indicators considered by the Public Health Team when assessing population health and explained that this indicator was declining in North Wales. It was said that there was a difference in this indicator between people who are most and least deprived in our communities. While there were several factors at play here, it had been identified that wider indicators such as education, jobs with a fair wages, secure homes and safe communities, had the greatest influence on health and wellbeing and were therefore at the heart of this work. It was revealed that this Council was the first in north Wales to go through the process of self-assessment, adding that much of the work contained in the Charter was already being carried out within the Council. The officer went on to urge the Council to look at how these aspects could be further strengthened, and to consider what opportunities there were to share good practice outside the organisation.

Observations arising from the discussion:

- It was recognised that the Council's score in encouraging and enabling staff to participate in community and voluntary activity was lower than the other scores in the self-assessment, and it was suggested that this may be something the Council could consider going forward. It was reiterated that encouraging staff to volunteer could contribute to the Council's attempt to strengthen provisions and contribute positively to our communities.

9. QUARTERLY REPORT - CHAIR OF THE RESPONSE PLAN PROGRAMME BOARD (JULY 2026)

The report was submitted by Cllr Nia Jeffreys.

DECISION

To accept the report which is the fourth quarterly report from the Chair of the Response Plan Programme Board.

DISCUSSION

It was stated that the intention by re-submitting the Report to this meeting was to receive a presentation from the Chair of the Response Plan Programme Board, and the Chair was welcomed to the meeting.
It was explained that this was the fourth quarterly report by the Chair of the Board, to update Cabinet on the work of the Response Plan Programme Board.

The opportunity was taken to acknowledge the courage of the victims and survivors, reiterating that they were at the forefront of everyone's minds when discussing this topic.

It was confirmed that the Board had met again since July, noting the Board's high attendance and engagement, as well as the high quality of the written materials. It was highlighted that progress had been reported in all areas, with all reports being subject to discussion and scrutiny by independent observers and the Cabinet members who were part of the Board. It was emphasised that the members of the Board kept the victims at the forefront of their mind, and the need to make real changes to practice to regain the trust of children and young people in Gwynedd was reiterated.

The progress that has been made at Ysgol Friars was recognised and this could be seen in the recent Estyn report. The progress made in relation to the Child's Voice Strategy was reported, with particular reference to the development of the Youth Forum. In addition, it was stated that progress has been made in trying to ensure that safeguarding training was available in different formats to meet the needs of staff. Pride was expressed that further Focus Group discussions with

different stakeholder groups had been planned, and that the work on restrictive practices was becoming more established following the receipt of an independent audit of the policies. It was revealed that the Government had re-established the Ministerial Assurance Group as well. The need to focus on measuring impact and ensuring that changes were incorporated going forward was identified.

Observations arising from the discussion:

- The Chair of the Board was thanked for her ongoing work, and it was welcomed that all of the Board's documents were now public so that the public could see the work that was in progress. The need to measure the impact of this work in due course was emphasised, and it was asked how the Council intended to do this. In response, it was explained that the Council was in the process of carrying out the work and trying to embed this change. It was mentioned that the impact of the work could not be measured immediately, but that it was now possible to proceed to look at the impact. It was mentioned that there would be an opportunity to listen to and obtain the views of stakeholders through focus groups, and to give people the opportunity to express confidence in the Council's arrangements.
  It was mentioned that the Chair of the Board met with officials outside meetings of the Board to provide input on the ongoing work that was underway in this area. The importance of measuring impact was also noted, and the importance of implementing long-term measures so that their impact could be measured. The opportunities for comparing the impact of this work with other local authorities through national children's surveys were discussed.
- In response to a question as to whether there were any further support or resources that the Board required from Cabinet to maintain the momentum of the work, it was confirmed that the Board was running smoothly and the quality of the reports and support provided to members was commended. Reference was made to the investment required for this work, and the Council's desire to provide these necessary resources was recognised.
- Pride was expressed that the Cabinet had secured permanent funding for this area. It was hoped that other local authorities would be able to prioritise this work as well.

10. LEASE THE FORMER YSGOL CWM Y GLO SITE TO MENTER FACHWEN

The report was submitted by Cllr Nia Jeffreys.

DECISION

To authorise the Assistant Head of Housing and Property Department;

(a) to lease the site of the former Ysgol Cwm y Glo directly to Menter Fachwen at nominal rent in accordance with the General Disposal Consent (Wales) 2003.

(b) subject to Menter Fachwen securing funding and planning permission for a multi-purpose community hub to agree on the terms and conditions of the tenancy and complete the lease.

DISCUSSION

The report was presented detailing Menter Fachwen's plans for the re-use of the former Ysgol Cwm y Glo site for the benefit of the local community.
They went on to discuss the vision of Menter Fachwen, which includes a wide range of community activities and services, training and skills development opportunities, circular economy initiatives, as well as provision that will support health, wellbeing and social inclusion.

The decision sought had changed to what was noted in the report and the amended decision was reported for clarity.

The background of the report was provided explaining that the Council had received an expression of interest in the site from Menter Fachwen, in accordance with the Schools Post-use Policy. Reference was made to the fact that this would enable Menter to expand its existing provision. It was explained that they would not have the income available to pay open market rent for the site, hence the application was for a lease for nominal rent. Cabinet was asked to satisfy itself that the economic, social and environmental benefits that would be realised from granting the lease outweighed the financial loss.

It was highlighted that the development did not currently have full funding or planning permission, but Menter Fachwen's ability to apply for significant grant funding was contingent upon receiving the Council's commitment to provide the lease. It was assured that Menter would be required to provide confirmation of funding and planning permission to realise the Hwb before the Council granted a lease.

<u>Observations arising from the discussion:</u>

- The development was welcomed expressing pride that the site of the former school would be used for wider benefit.

11. ADOPTION OF AN EDUCATION TRANSPORT POLICY TO BE OPERATIONAL SEPTEMBER 2027 ONWARDS

The report was submitted by Cllr Dewi Jones.

DECISION

Subject to considering the content of the Report and the Appendices, as well as the results of the consultations and engagement, to decide on adopting a new Education Transport Policy that will be operational on 1 September 2027.

To delegate authority to the Cabinet Member for Education, in consultation with the Head of Education Department, to keep the Policy under review within the national statutory framework and make operational and editorial changes according to the need, subject to any matters that are subject to requiring consultation to be referred to the Cabinet.

DISCUSSION

It was recognised that it was timely to review and update the Education Transport Policy. Reference was made to the extensive consultation carried out in relation to the Policy, noting that adjustments had been made as a result of this consultation. Details were provided of the Empty Seats Scheme, explaining that empty seats had been offered to learners who were not entitled to free transport if there was availability on transport, charging for that seat. Following further clarity from the Welsh Government, it was confirmed that there was now a more robust basis for continuing to offer the Empty Seats Scheme, although some risks remained.
It was explained that the Policy contained more context on the Dual Residence and Faith Schools elements. It was added that the Post-16 Transport element had also been synchronised for greater clarity. It was noted that the Policy in questioned proposed to provide post-16 transportation to the nearest catchment/suitable school, as well as to the nearest suitable college site providing that course.
It was highlighted that it provided more detail on some sections and there were no major changes to the Policy.

The Vice Chair of the Education and Economy Scrutiny Committee was welcomed to the meeting. The Cabinet Member was thanked for his work and went on to explain the recommendations of the Scrutiny Committee. Pride was expressed that particular attention had been given to the Empty Seats Scheme following the Committee's recommendations, and that consideration had been given to the Committee's other recommendations.

<u>Observations arising from the discussion:</u>

- In response to a question about the main benefits of the Transport Policy, it was explained that the Empty Seats Scheme has been re-included in the Policy, facilitating the ability of families who were not eligible for transport in accordance with the statutory requirements to be able to take advantage of these empty seats. It was mentioned that guidance suggested the need to promote the provision for Faith Schools, explaining that this was an addition to the Policy.
  It was also hoped that the further clarity in the Policy in relation to Dual Residency would facilitate the arrangements of families to take their children to school. It was reiterated that further clarity was also seen in reference to Post-16 Transport. It was confirmed that this Policy would come into force in September 2027, should it be adopted.

- Reference was made to the need to communicate this change, and it was stated that there was information on the Council's website about all these elements and it was intended to use social media to reach young people as well. Sessions had been held with Grŵp Llandrillo Menai learners as part of the public consultation to get their views on the change. It was intended to engage on transport with young people on a regular basis to seek their views as well as share information about the provision with the young people.
- It was noted that the Department had rejected the recommendation of the Scrutiny Committee to designate parishes rather than distance in terms of transport to Faith Schools following discussion with a representative of the Catholic Church. It was confirmed that the provision of distance-based transport would not have an impact on those receiving the transport, and that it was also consistent with the rest of the Education Transport Policy.

12. **YSGOL NEBO – OBJECTION REPORT**

The report was submitted by Cllr Dewi Jones

DECISION

To consider the Objection Report, the summary of the statutory objections received during the objection period, and the responses given to those objections, and having done that, finally confirm the proposal given through statutory notice to close Ysgol Nebo on 31 December 2026 and provide space for learners at Ysgol Llanllyfni from 1 January 2027 onwards, in accordance with Section 53 of the Schools Standards and Organisation Act (Wales) 2013 and the requirements of the School Organisation Code (011/2018).

DISCUSSION

The item in question was recognised as extremely difficult, and the special role of rural schools within their communities was mentioned. It was stressed that this proposal did not result from any failure in the quality of education at the School. The change in the county's demography was explained which meant that there were now fewer primary age children in Gwynedd compared to 10 years ago. This was elaborated on noting that this challenge was prevalent across the country, with a decline in birth rates and wider economic and social factors playing a role here. Reference was made to the Council's duty to plan strategically for the needs of future generations.
The entire community of Ysgol Nebo was thanked for their contributions over the years.

The Local Member for the Clynnog Ward was welcomed to the meeting.

He understood what had led to the introduction of this item, recognising the low numbers of pupils in the school and the high cost per pupil. He expressed sadness at the fact that the pupils at Ysgol Nebo were making good progress in these small classes, and it was believed that the school should be developed as a provision to support children who needed additional support. If the proposal was accepted, it was hoped that the Council would have a plan for those children who needed provision like this, and the pressure on the existing services in this area was acknowledged. There was also concern about the increase in the numbers receiving education at home. The importance of that personal contact between the Education department and the school community was mentioned in going through this process. References were also made to O.P. Huws' contributions to the school. Everyone who had been involved with the school over the years was thanked.

Tributes were paid to the staff and the school community, and the dignity with which the department and the school had worked together through the process was noted. The authority's responsibility to review the school estate and to ensure best value for money was detailed. The processes that must be followed were mentioned, confirming that these processes would be reviewed. Once a final decision was made, it would be ensured that the department worked with the human resources team to support staff and support the children through individual plans. It was noted that the well-being and sustainability of education for the children and young people was the priority.

<u>Observations arising from the discussion:</u>

- In response to a question about the impact of the closure of the School on the Welsh language in the community, it was confirmed that impact assessments on the Welsh language had been drawn up for the proposal and that they considered any new evidence that had emerged throughout the process. It was recognised that there was a potential linguistic impact on the community and educationally but went on to note that the Welsh language was strong in the alternative school and that the alternative school was encouraged to expand its activities to include the Nebo community.
- The need to rationalise the school estate was noted in order to be able to try to assist the children of the County to reach their full potential. Reference was made to provisions available at other schools to support the children, and the combination of trying to ensure fairness and consistency in provision within the County's schools and the experiences the children had.
- Referring to the number of children who were home educated and the support available to children with different needs, it was recognised that the current provision may not reach the mark on all occasions. It was noted that national discussions were underway around this fragile system and the need for funding, for example. The responsibility to build a fair system across the County, and for the future, was also mentioned.

13. YSGOL BALADEULYN - OBJECTION REPORT

The report was submitted by Cllr Dewi Jones.

DECISION

To consider the Objection Report, the summary of the statutory objections received during the objection period, and the responses given to those objections, and having done that, finally confirm the proposal given through statutory notice to close Ysgol Baladeulyn on 31 December 2026 and provide space for learners at Ysgol Talysarn from 1 January 2027 onwards, in accordance with Section 53 of the Schools Standards and Organisation Act (Wales) 2013 and the requirements of the Welsh Government's School Organisation Code (011/2018).

DISCUSSION

Attention was drawn to the fact that Ysgol Baladeulyn had served the area for many years, and therefore this discussion was a difficult one. It was highlighted that this proposal was not the result of any failure or a reflection of the quality of education offered to the pupils.
Reference was made to the change in demography in the County, the reduction in the number of primary age children now in our communities, and the impact of this on the school estate. The social and economic factors that had contributed to this change in demography were also mentioned, and therefore the need to respond to the reality of the situation and recognise the challenges faced by a school serving so few children.
There was sympathy for the school community, and the school staff were thanked.

The Local Member for the Llanllyfni Ward was welcomed to the meeting.
It was emphasised that the school was an integral part of the community and that the closure of the school would have a far-reaching impact. It was highlighted that the petition to keep the school had been signed by 500 people, and it was reiterated that the number of pupils at the school did not reflect the value of the school to the rural community. There was concern that this would lead to fewer young families moving to the area, and this could have an impact on the Welsh language in the community. It was suggested that federating with Ysgol Talysarn to create an ALN department would be the best option and emphasised the need to consider the long-term impact of the proposal on the community.

Tributes were paid to the children, staff and the school community, and they were thanked for the dignified discussions that took place throughout the process. It was confirmed that the previous report had shown the possible options, and that consideration had been given to federating Ysgol Baladeulyn with another school however, the model would not be suitable in this instance neither would it address the main challenges here in terms of the number of children. It was highlighted that the priority was to try to ensure the best education for the children, which meant

that difficult decisions needed to be made at times in order to be able to move the sector forward.
The impact assessment carried out was detailed recognising a likely impact on the Welsh language and the community. Mitigation measures such as encouraging the community of Talysarn to expand its activity to include the community of Nantlle in any activities were identified. The robustness of the Welsh language at Ysgol Talysarn would also be ensured and the school would be able to offer the same educational and social experiences through the medium of Welsh.

Observations arising from the discussion:

- A question was asked about the capacity of Ysgol Talysarn in the event of the closure of Ysgol Baladeulyn. In response, it was highlighted that an assessment had been completed as part of the process and that the Department was confident that there was adequate capacity at Ysgol Talysarn for those children living in the existing catchment area of Ysgol Baladeulyn. It was added that the usual admissions procedure would be followed in respect of any applications from outside the catchment area.
- A question was asked about the support provided to the pupils of Ysgol Baladeulyn. Assurances were given that the department planned for the needs of each child ensuring that suitable provision was available for them. It was reiterated that the voice of the child and the voice of the parents would be included in these discussions and that steps would be taken to ensure a smooth transition for the children.
- The community of Nantlle was thanked noting that everyone had handled the process with respect. It was explained that the County's school estate was now different due to the reduced number of children in Gwynedd. The need to reimagine how education was offered in the County was suggested.

14. COMPLAINTS AND SERVICE IMPROVEMENT REPORT QUARTER 1 2025/26

The report was submitted by Cllr Llio Elenid Owen.

DECISION

To approve the report and offer any relevant comments or suggestions about the Council's performance in dealing with complaints in an appropriate and timely manner.

DISCUSSION

Members were reminded that the ownership for responding to complaints sat within the individual Departments, but that the administration of the complaints procedure had now transferred to the Customer Contact team, with the exception of Social Services and Schools which had separate complaints arrangements.

It was highlighted that 69 Valid Formal Complaints and 49 Ombudsman Complaints had been received during the reporting period, which was an increase from the same period last year. It had been identified that the average number of days taken to respond to a complaint in the 25/26 period had been 18.3 days, which was also an increase from the previous year. It was mentioned that the main category of complaints received in this period was lack of response or action, with most complaints going to the Environment department or the Finance department.

Reference was made to the intention to undertake an internal review of how the Council responds to complaints using the Ombudsman's good practice as a basis for staff training and adapting digital systems, in conjunction with new Customer Care training for managers. Pride was expressed that the Success Wall was continuously growing and that this was a factor in raising staff morale.

It was reiterated that further work was underway in relation to the way in which the public engaged with the Council, and the general enquiries that would also be made. It was added that the Council's website had also been updated to assist with this work.

Observations arising from the discussion:

- It was emphasised that complaints were valuable to the Council in trying to improve services. Further clarity was sought in relation to the figures of complaints to the Ombudsman. In response, it was explained that a settlement was when there was an agreement between the Council and the complainant on a resolution to a complaint or the way forward.
- Examples were provided of improvement in some departments' complaint figures compared to previous years, and the collaboration and communication that took place between the departments and the team.
- Reference was made to the Ombudsman's Annual Report, explaining that it would include a table in which the Council's performance could be compared with other authorities.

15. REQUEST FOR FUNDING TO DEVELOP CYNGOR GWYNEDD'S CLIMATE AND NATURE WORK 2026/27 - 2029/30.

The report was submitted by Cllr Craig ab Iago.

DECISION

That the Cabinet approves the request for funding to fund the costs of maintaining posts and implementing projects within the Climate and Nature Emergency Plan:

Employment costs until March 2030 - £416,383

Project costs - £7,275,160

DISCUSSION

The report was submitted stating that the Cabinet Member for Environment had had to leave the meeting in order to attend another meeting.

Reference was made to the Council's climate emergency declaration and the need for urgent action, and it was explained that specific plans to address those works were at hand.

An inconsistency in the report was corrected, stating that the Welsh version of the report contained the correct figures for the decision sought.

It was warned that the sources of funding were yet to be confirmed in relation to some of the projects. The list of projects was discussed detailing the sources of funding recommended by the Finance Department. With some of the projects, it was highlighted that borrowing through the Salix system was the recommended source of funding but there was a need to apply for it.

Observations arising from the discussion:

- It was explained that the risk register together with wider evidence highlighted that the cost of not taking action in this area would be much higher than the investments contained in the report in question. It was confirmed that some of the projects would save money as well as reduce carbon emissions, and the contributions of some of the projects to moving towards net zero and saving money in the long term were detailed. In addition, the benefits of using Salix as a source of funding for some projects were recognised.
- Reference was made to the *'National Emergency Briefing'* film, and it was asked if there was anything arising from the film that we could implement. In response, it was explained that the film looked at what the government could do centrally to change policies. The idea for the Cabinet to write to the British Government in relation to the wider screening of this vital film was supported.

16. FLYING START EXPANSION

The report was submitted by Cllr Menna Trenholme.

DECISION
To agree to expand the Flying Start Grant Programme within the Children and Communities Grant, extending the full plan to a new area, namely the Pwllheli area, due to the reduction of eligible children in the current programme.

DISCUSSION

It was highlighted this was a report with good news, with the intention of expanding the programme to the Pwllheli area.
The content of the programme was explained, and it was mentioned that the programme had already been successfully implemented in seven communities in Gwynedd. This was expanded upon noting that capacity and grant funding were available to extend the program because of a reduction in the number of eligible children in the existing areas.
It was confirmed that this would allow approximately 91 additional children to access this Scheme.

Although the Programme had already expanded to include more areas, it was recognised that there was a reduction in the number of births in those areas and therefore the Programme was not meeting the target set by the Welsh Government. The significant investment per child, and the need to increase the number of children receiving support from the Programme were discussed. It was confirmed that an analysis of the data had identified there was currently a need for the provision in the area in question.

Observations arising from the discussion:

- The intention to expand the Programme was welcomed.

17. THE CABINET'S FORWARD PROGRAMME

The item was presented noting that the forward programme had been included for information.

The meeting began at 1:00 pm and ended at 4:55pm.

CYNGOR GWYNEDD - Report to Cyngor Gwynedd Cabinet

Title of item:	The Voice of the Child Strategy
Cabinet Member:	Cllr Dewi Jones, Cabinet Member for Education
Relevant officer:	Gwern ap Rhisiart, Head of Education
Date of meeting:	13 October 2026

1. Decision Sought

The Cabinet is requested:

1. To approve Cyngor Gwynedd's Voice of the Child Strategy **(Appendices 1 - 5)**
2. To note that a corporate Action Plan will be developed and implemented to support the implementation of the Strategy across the Council's services.

2. The reason why the Cabinet needs to make the decision

The Strategy establishes a corporate framework for ensuring that the rights, opinions and experiences of children and young people meaningfully influence decisions, policies and services across Cyngor Gwynedd. It also sets consistent expectations across the Council's services and strengthens corporate accountability in relation to the voice of children and young people.

The adoption of the Strategy provides a clear strategic direction for the development and embedding of child and young people's participation arrangements across all service areas. It will ensure a consistent corporate approach to listening to children and young people, using their views in planning and improving services, and demonstrating how their contributions influence Council decisions.

Cabinet approval is required to adopt the Strategy as the Council's official corporate framework and to establish the governance, monitoring and operational arrangements necessary to implement them across the organisation. Without a clear corporate Strategy, there is a risk that participation practices will remain inconsistent between services and that it will be difficult to systematically demonstrate how the views of children and young people inform Council decisions.

3. Introduction

The right of children and young people to be heard is rooted in Article 12 of the United Nations Convention on the Rights of the Child, together with the Rights of Children and Young Persons (Wales) Bill 2011 and the Social Services and Well-being (Wales) Act 2014. The Strategy builds on these duties and provides a corporate approach to ensuring that the voice of children and young people is integral to the planning, delivery and evaluation of services, as well as decision-making across the Council.

The Strategy sets out a vision where the Council consistently acts based on children's rights, embedding the Voice of the Child in all aspects of the organisation's leadership, culture, processes and systems.

The Strategy is informed by seven pledges for children and young people, including a commitment to ensure that their voice influences decisions, that feedback is provided and that all children have an equal opportunity to be heard.

The Strategy also establishes clear governance arrangements through three main pathways of participation: Education, the Youth Service and other corporate services. These streams come together through the Gwynedd Youth Forum, which provides a formal mechanism for presenting the views of children and young people to strategic decision makers. This ensures that the voice of children and young people is consistently considered within the Council's planning, evaluation and decision-making arrangements.

Within schools, governing bodies will continue to fulfil their statutory functions and their independent strategic role. As part of their role as a critical friend, they are expected to seek assurance that appropriate arrangements are in place to listen to pupils and to consider how their views help shape the school's policies, plans and priorities.

The Strategy does not place any new operational duties on governors, nor does it alter existing school governance arrangements.

The implementation of the Strategy will strengthen the Council's work by:

- Ensuring corporate consistency across all services.
- Strengthening the link between participation and strategic decision-making.
- Ensuring that children and young people at risk of under-representation are heard.
- Strengthening accountability and the ability to demonstrate impact.
- Developing an organisational culture in which listening to children is a normal part of planning and delivering services.

While several mechanisms are already in place across the Council to gather the views of children and young people, there is evidence of variation between services and risks

in terms of consistency and accountability. The Strategy responds to these challenges by providing common corporate expectations and clear operating principles.

The Strategy emphasises that the Voice of the Child is not a task for only one service but a corporate responsibility that applies to all the Council's functions.

The Strategy has been developed with input from children and young people, and an accessible version of the document will be available to them.

4. Rationale and justification for recommending the decision

The Strategy provides the strategic framework needed to ensure that the voice of children and young people is consistently considered in the development of policies, plans and strategic decisions.

The adoption of the Strategy will:

- Support the Council's statutory duties in relation to children's rights.
- Strengthen governance arrangements and corporate accountability.
- Clarify the strategic role of school governing bodies in providing oversight and assurance that pupil voice is appropriately reflected in the school's policies, plans and priorities, without altering their statutory functions or existing responsibilities.
- Ensure that the experiences and perspectives of children and young people contribute to the planning and improvement of services.
- Provide a clear basis for monitoring, evaluating and reporting on the impact of child and young people's participation. The action plan will include performance indicators and regular reporting arrangements to measure the impact of the Strategy.

5. Engaging with Young People

The Strategy has been developed through a process of involving children and young people in shaping the framework, priorities and expectations that underpin the final document. The principles of Article 12 of the United Nations Convention on the Rights of the Child were used as a basis for the work, ensuring that children and young people have the opportunity to express their views, challenge ideas and influence the content of the Strategy. This approach reflects the principle set out in the Strategy that children are rights holders and that their lived experiences are an important source of evidence in decision-making.

During the development phase, children and young people were given opportunities to challenge the draft content, identify areas for strengthening and influence the

content of the final document. As a result, the Strategy reflects the priorities expressed by young people themselves, including the need for real influence on decisions, clear feedback on the outcomes of their contribution, and ensuring that all children have an equal opportunity to be heard.

Bespoke engagement work was carried out with children and young people to discuss the draft Strategy and find out if it reflected what mattered to them. Rather than seeking approval for a document that had already been completed, the sessions were used to identify what was missing, what needed to be strengthened and what would demonstrate in practice that the Strategy was leading to real change. This ensured that the Strategy was informed by the experiences and needs of children and young people rather than just the perspectives of adults. See **Appendix 6** for a full summary of the engagement sessions with the young people.

The influence of children and young people is already visible in the final Strategy. The seven core pledges are drawn directly from their words and priorities, including the need to ensure:

- that their voice influences decisions and is not just collected;
- that all children have the opportunity to participate, not just the most confident;
- clear feedback is provided on what has changed;
- and that their viewpoints reach the decision-makers.

The feedback received has also influenced several core elements of the Strategy, including the emphasis on meaningful participation, inclusion, transparency, accountability and the need to demonstrate impact. As a result, the Strategy sets a clear expectation that success will be able to demonstrate how the views of children and young people have influenced decisions, policies and services, rather than measuring success solely based on the number of engagement activities undertaken.

The contribution of children and young people does not end with the adoption of the Strategy. The document commits the Council to maintaining an ongoing approach to participation through established structures such as the Gwynedd Youth Forum and the Young People's Cabinet, ensuring that children and young people will continue to contribute to setting priorities, monitoring progress and informing the development of services in the future.

Overall, the development process has reflected the central principle at the heart of the Strategy which is that the Voice of the Child is not just about gathering opinions, but about ensuring that children and young people have a real influence on the decisions, policies and services that affect their lives.

6. Composite Impact Assessment

A Composite Impact Assessment has been completed for the Voice of the Child Strategy. The Assessment concluded that no significant negative effects have been identified in relation to protected characteristics under the Equality Act 2010. The Strategy is expected to have a positive impact by strengthening opportunities for children and young people to be heard and influencing decisions that affect them, paying particular attention to the need to ensure inclusive and representative participation, particularly for those at risk of under-representation.
The Assessment also concludes that the Strategy supports children's rights, promotes equal opportunities, contributes to reducing barriers to participation and is consistent with the Council's duties in relation to human rights, the Welsh language and the Socio-economic Duty. The full Composite Impact Assessment can be found in **Appendix 7.**

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

The Strategy contributes directly to several of the Act's well-being goals, in particular a more equal Wales, a Wales of cohesive communities, and a Wales of vibrant culture where the Welsh language thrives. It strengthens the rights and participation of children and young people, promotes inclusion and supports arrangements that enable children and young people to influence decisions that affect their lives.

The Strategy also reflects the five ways of working by adopting a long-term approach to embedding the voice of the child in the work of the Council, promoting prevention by understanding children and young people's experiences earlier, integrating participation across services, working with children and young people and relevant stakeholders, and ensuring that inclusion is at the heart of governance and decision-making arrangements.

8. Observations of the Statutory Officers

8.1 Chief Finance Officer

I support the decision sought and I am satisfied that no direct financial commitment arises from it.

8.2 Monitoring Officer

The opening paragraphs of the Strategy underline the cross-Council nature of the legal framework that underpins this important document. There is a recognised place for the voice of children and young people across all Council work that is relevant or affects them. By preparing a clear strategy a corporate framework is established that should act to highlight the requirements of course, but also the expectations on all the Council's services to give these rights their proper place. I am satisfied with the propriety of the decision sought.

List of Appendices:

Appendix 1 – The Voice of the Child Strategy

Appendix 2 – The Voice of the Learner in Education

Appendix 3 – The Voice of Learners in Children's Services

Appendix 4 – The Voice of Children and Young People Forums

Appendix 5 – Strategic Integration and Governance

Appendix 6 – Results of the Engagement with Children and Young People

Appendix 7 – Composite Impact Assessment

Cyngor Gwynedd

The Voice of the Child Strategy



gwynedd.llyw.cymru

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Please contact the Education Department, Cyngor Gwynedd if you would like this information in any other language or format, e.g. large print or Braille.

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Why does the Strategy exist?

The Voice of the Child Strategy establishes a clear corporate framework to ensure that the rights, views and experiences of children and young people meaningfully influence decisions, policies and services across Cyngor Gwynedd. While strong statutory duties and legislative provisions are already in place - including the United Nations Convention on the Rights of the Child, the Rights of Children and Young Persons (Wales) Bill 2011, the Social Services and Well-being (Wales) Act 2014, and the Well-being of Future Generations (Wales) Act 2015 - the Strategy emphasises the need for consistent arrangements and clear expectations to ensure their full implementation. The Voice of the child is not simply a moral principle; it is a fundamental element of good governance and effective decision-making.

Article 12:

1. States Parties shall assure to the child who is capable of forming his or her own views, the right to express those views freely in all matters affecting the child, the views of the child being given due weight in accordance with the age and maturity of the child.

2. For this purpose, the child shall in particular be provided the opportunity to be heard in any judicial and administrative proceedings affecting the child, either directly, or through a representative or an appropriate body, in a manner consistent with the procedural rules of national law.

What is the long-term vision?

The aim is for the Council to operate in accordance with a children's rights-based approach, embedding the Voice of the Child in all aspects of leadership, culture, processes and systems. In a mature organisation, the right of children to be heard (United Nations Convention on the Rights of the Child, Article 12) is regarded as an operational principle that informs the planning, delivery and evaluation of services. This approach is expected to foster and lead to better decisions, more responsive services, and higher quality well-being outcomes.

Our seven promises to children and young people

These promises are shaped from the words and priorities of young people. They will guide the way the Council listens, acts and gives feedback.

1. **You have a right to be heard.**
2. **Your voice will influence, not just be collected.**
3. **Everyone will have an opportunity, not just the most confident.**
4. **We'll tell you what we did with your opinions.**
5. **Your voice will reach the decision-makers.**
6. **We will use methods that suit you.**
7. **Listening to you will help keep you safe and improve your well-being.**

Success will be measured by how clearly children and young people can see that their opinions have influenced a decision, action or explanation, not just by the number of consultation activities.

Background, challenges and opportunities

Legislation and policy frameworks in Wales set clear expectations on local authorities to listen to children and address their rights. The Well-being of Future Generations (Wales) Act 2015 emphasises sustainable and thoughtful decision-making, while the National Participation Standards offer benchmarks of good practice.

However, there is evidence of significant variability between services, resource pressures and a risk of under-representation of children on the periphery or with complex experiences. At the same time, there are clear opportunities to strengthen consistency, improve the quality of decisions and increase corporate maturity by using the voice of children as strategic evidence.

What is driving the need for the Strategy now?

A combination of operational pressures, increased statutory expectations and learning from inspections and practice reviews have highlighted significant risks when children's voices are not heard. A higher demand on public services runs the risk of there being an inconsistent approach without a sound strategic direction. This strategy therefore offers a framework to prioritise children's rights, demonstrate accountability and ensure continuous improvement.

Basic principles of the Voice of the Child Strategy

1. CHILDREN AS RIGHT HOLDERS

Children are full right holders, with a statutory right to have their views considered. Their status is recognised not as recipients of a service, but as individuals whose voices need to be answered.

2. THE VOICE OF THE CHILD AS A BASIS FOR THE QUALITY OF DECISIONS

Children's lived experiences are a key element of informed and effective decision-making. Clear evidence is expected of the contribution of children's voices to all key decisions.

3. MEANINGFUL PARTICIPATION

Participation means that children and young people have real opportunities to express their opinions, contribute to discussions, and influence decisions that affect them. It ensures that their voices are heard, valued, and used to inform planning, delivery, and improvement.
Participation is only considered to be proper when participation is sincere, has a clear purpose and leads to real influence. Children need to understand why they are being questioned and get feedback on the impact of their contribution.

4. INCLUSION AND NON-DISCRIMINATION

Every child has an equal right to be heard, regardless of their background, ability or life experiences. This includes taking time to understand the needs, preferences and perspectives of non-verbal and pre-verbal children. Communication methods are adapted to meet the needs of the child, not to fit into the routine practice of the service.

5. ACCOUNTABILITY, FEEDBACK AND TRANSPARENCY

Listening to children involves a duty to explain how their views have been used, how they could be used, or why they could not be acted upon. Transparency is part of respect and rights.

6. CORPORATE RESPONSIBILITY ACROSS THE COUNCIL

The Voice of the Child is not a one-service task. It is a corporate requirement that applies to all functions, reflecting statutory duties under Welsh legislation.

7. LISTENING AS A BASIS FOR SAFEGUARDING AND WELL-BEING

Understanding the child's experience is central to safeguarding and promoting well-being. Evidence shows that failing to hear the voice of a child is a serious risk factor.

What we will and will not do

We will:

- Listen purposefully and meaningfully to children in decisions that affect them.
- Work within the framework of children's rights and give due regard to statutory rights.
- Use suitable, accessible and inclusive methods to enable all children to express their views.
- Ensure clarity about purpose, influence and feedback in all engagement processes.
- Clearly show how children's opinions have informed decisions, or explain why change is not possible.
- Develop the workforce to listen ethically and confidently.
- Fully integrate the Voice of the Child into corporate systems and processes.
- Involve children, where possible, in the decision-making process, enabling them to participate in considering options and steering outcomes, rather than just through one-off consultations.

We will not:

- Gather children's views without a clear purpose or for the simple purposes of compliance.
- Create unachievable expectations or promises.
- Treat participation as a superficial activity or the responsibility of a single service.
- Exclude any child from being heard due to context or circumstances.
- Make decisions that affect children and young people without giving appropriate consideration to their views and experiences.
- Force children to repeat their story or participate in processes that undermine their emotional safety.

Embedding the Voice of the Child in the work of the Children's Service

Children's Services operate on the basis that the voice of the child is an essential element of effective professional practice, safeguarding and high-quality decision-making. Understanding the child's lived experience is central to all aspects of assessment, planning, intervention and review, and is not a stand-alone activity or a supplement to the professional process.

Professionals will take proactive and appropriate steps to ensure that each child has a genuine opportunity to express their views, feelings and experiences. This will include using methods of communication appropriate to the child's age, development, language, ability and individual needs, and providing opportunities for the child to be heard in an environment that is safe, supportive and free from inappropriate pressure.

The voice of the child will be systematically collated, recorded and used as part of:

- **any investigation into allegations against a person in a position of trust;**
- **well-being and risk assessments;**
- **care and support plans;**
- **multi-agency meetings and conferences;**
- **statutory reviews;**
- **and all decisions that affect the life, safety and well-being of the child.**

Professional records will clearly show what the child's point of view is, how it was gathered, and how this point of view has been taken into account in decision-making. Where it is not possible to act on the child's choice or wishes, a clear, honest and age-appropriate explanation will be given, and this will be duly recorded.

Professionals have a responsibility to ensure that the voice of the child is not taken for granted or disproportionately filtered through adult interpretation. Where appropriate, the child will receive support to express themselves, including the use of independent advocacy, alternative means of communication, or support from professionals who have a trusted relationship with the child.

Managers will provide effective professional supervision to ensure that the voice of the child is a visible and high-quality element within practice. This will include reviewing records, examining decisions, and challenging practice where the child's views have not been adequately considered or clearly recorded.

In addition, wider feedback, complaints, praise and contributions from children and young people will be systematically used to inform the evaluation and improvement of services. The Children's Service will be able to demonstrate how children's experiences and perspectives have contributed to developing practice, improving provision and strengthening the quality of services.

Through these arrangements, the voice of the child will be embedded as a fundamental operating principle within the Children's Service culture, systems, and practice, ensuring that each child is heard, respected, and considered as a central individual in the decisions that affect their life.

The Voice of the Pupil in Schools and School Councils

Schools operate on the basis that the pupil's voice is a core component of effective education, positive well-being and high-quality leadership. Every pupil has a right to be heard in matters affecting their educational experience, well-being and personal development, and this right is realised through systematic, inclusive and meaningful arrangements.

Schools will ensure that regular, accessible and appropriate opportunities are available for pupils to express their views, opinions and experiences. This will involve a combination of formal and informal structures, such as School Councils, pupil surveys, class discussions, focus groups and other approaches appropriate to pupils' age, ability and needs.

School Councils will act as a formal representative mechanism enabling pupils to contribute to discussions and decisions that affect school life. Schools will ensure that School Councils:

- **are representative of the diversity of the pupil body;**
- **operate in a structured, regular and effective manner;**
- **have real opportunities to influence relevant decisions;**
- **and receive clear feedback on the impact of their contribution.**

In addition to these representation assurance structures, schools will ensure that pupils are directly involved in individual decisions that affect them, in line with statutory expectations and the principle of respect for children's rights. This includes ensuring that pupils have appropriate opportunities to contribute to decisions relating to their additional learning needs, support, well-being and formal processes such as exclusions, ensuring that their views are appropriately considered. In addition, schools will provide a wide range of further participation opportunities through groups and initiatives such as eco groups, well-being groups, peer support initiatives and other action groups, enabling pupils to actively contribute to the development and improvement of their school and community.

School leaders will ensure that the pupil's voice is fully integrated within leadership, self-evaluation and improvement planning arrangements. This will include using pupils' perspectives as a source of evidence to:

- **evaluate the quality of teaching and learning;**
- **assess well-being and the sense of belonging;**
- **identify strengths and areas for development;**
- **and inform school improvement priorities and actions.**

Schools will be able to clearly demonstrate how pupils' views have been taken into account and, where appropriate, influence decisions, policies and practice. Where it is not possible to act on pupils' views, a clear, reasonable and age-appropriate explanation will be given.

Particular attention will be paid to ensuring that pupils who are at risk of under-representation, including those with additional learning needs, vulnerable pupils, or those who are less confident, have appropriate and supportive opportunities to be heard. Schools will take proactive steps to remove barriers to participation and to ensure full inclusion.

Governing bodies will play a key role in ensuring that the pupil's voice is taken into account as part of their oversight and quality assurance role. This will include obtaining and scrutinising evidence of pupil participation, and ensuring that effective arrangements are in place to enable pupils to contribute to the evaluation and development of the school.

Through these arrangements, the pupil's voice will be embedded as a visible and meaningful element of the school's culture, leadership and operation, ensuring that pupils are recognised as active participants in shaping their educational experience and learning environment.

The Role of Governing Bodies

Governing bodies play a key strategic role in ensuring that the pupil's voice is recognised, respected and fully integrated within the leadership, governance and operation of any school. As part of their statutory responsibilities for ensuring the quality of education, pupil well-being and leadership effectiveness, governing bodies will ensure that robust and effective arrangements are in place to enable pupils to express their views and influence relevant decisions.

Governing bodies will ensure that a designated member has clear responsibility for children's rights, including promoting and overseeing the implementation of Article 12 rights, and ensuring that the pupil's voice is systematically considered as part of the school's governance, assurance and improvement arrangements.

Governing bodies will provide strategic oversight of the arrangements that are in place to collect, consider and use the pupil's voice. This will include ensuring that school leaders are able to demonstrate clear evidence of how pupils' views have been taken into account when evaluating provision, developing policies and setting the school's strategic direction.

Governing bodies are expected to ensure that the pupil's voice is seen as a relevant and valuable source of evidence in the performance of their core functions, including:

- **monitoring and reviewing pupils' performance and well-being;**
- **evaluating the effectiveness of leadership and management;**
- **scrutinising policies and arrangements that affect pupils' experience;**
- **and contributing to the school's self-evaluation and improvement planning processes.**

Governing bodies will ensure that appropriate opportunities are available to hear directly from pupils, where appropriate, including through engagement with School Council representatives and by receiving regular reports on pupils' activity and priorities.

Governing bodies will ensure that school leaders provide clear feedback to pupils on how their views have been used, strengthening transparency, respect and accountability. Where it is not possible to act on pupils' views, governing bodies will ensure that clear and appropriate reasons are provided.

As part of their assurance role, governing bodies will challenge and support school leaders to ensure that pupil participation is meaningful, inclusive and has a visible impact on school life and development. This will include paying particular attention to ensuring that all pupils, including those at risk of under-representation, have an equal opportunity to be heard.

By carrying out these responsibilities, governing bodies will ensure that the pupil's voice is an integral element of effective governance, contributing to better decision-making, strengthening accountability, and ensuring that the school is responsive to the needs and experiences of its pupils.

The Voice Tour: From Experience to Action

All participation pathways will follow a consistent, simple and visible process:

Raising an issue

↓

Listening and recording

↓

Directing to the correct level

↓

Appointing an owner

↓

Taking action or explaining

↓

Giving feedback

↓

Checking the impact

At the beginning of the process, children and young people should know the purpose of the activity, who will be listening, what may change and when they will be updated. An update will be given even when there is no final decision, and the final response will use the "You said – We did – What changed" approach.

Priorities set by young people

Children and young people will set part of the annual agenda of the participation arrangements. The initial themes of the workshop will include transport and school transport, play areas and green spaces, well-being, education and school resources, rural opportunities, the local economy and the environment. The priorities will be regularly reviewed by young people themselves.

Corporate Structure of Participation and Governance

To ensure a consistent, inclusive and sustainable approach to the implementation of the Voice of the Child across Cyngor Gwynedd, a structured corporate model is used which includes three interconnected streams of participation: Education, Youth Service and other Services. A clear and formal mechanism is provided through this model to gather, represent and transfer the views of children and young people from a local to a strategic level, ensuring that their voices inform decisions, planning and service delivery.

Education Stream

Through the Education stream, pupils can voice their views through established structures such as School Councils and pupil forums. These arrangements enable pupils to contribute to decisions that affect their learning experiences, well-being and school environment. These views are passed on through local, regional and county structures, ensuring that the pupil's voice contributes to the planning and improvement of education across the county.

Youth Service Stream

Opportunities to contribute through youth clubs, community projects and youth forums are delivered through this stream, enabling young people to have their say on issues that affect their lives and communities. Representation of a wide range of young people is secured, including those who may not engage through formal education. This stream supports the development of young people as active participants and ensures that their experiences inform the development of services.

Other Corporate Services Stream

Through this stream, the views of children and young people involved in wider corporate services — including care, well-being and community services — are systematically gathered and used. This ensures that children and young people's lived experiences contribute to the planning, delivery and evaluation of services across all the Council's functions.

Strategic Integration and Governance

The three streams come together in the form of the Gwynedd Youth Forum, which provides a recognised governance mechanism to ensure that the voices of children and young people are presented directly to the Council's leaders, managers and strategic decision makers.

An integral part of this structure is the participation of elected members, who by invitation sit on the Gwynedd Youth Forum and provide a direct democratic link between young people and those responsible for decision making. Through this arrangement, the voices of children and young people are heard directly in policy steering, setting priorities and strategic decision making, strengthening corporate accountability and ensuring the full integration of the Voice of the Child within the Council's governance structures.

As a whole, the model ensures that the Voice of the Child is a systematic and integrated element of corporate governance, embedded as an operational principle across all the functions of the Council.

The relationship between the Gwynedd Youth Forum and the Young People's Cabinet

The Gwynedd Youth Forum will continue as the main broad county mechanism for gathering, discussing and prioritising voices from the three streams. The Young People's Cabinet will be a representative executive group within the Forum, with the role of presenting the agreed priorities directly to senior leaders, elected members and the relevant decision-making structures.

The Cabinet will include geographical representation and a range of experiences. Responsibilities will be shared, including delegation arrangements, so that the pressure does not fall on one person. It will meet regularly and report back to the Forum and to the young people it represents.

Integrating the Voice of the Child into Corporate Arrangements and Decision-Making Arrangements

Cyngor Gwynedd will work to ensure that the views of children and young people are taken into account when developing policies, strategies and services that directly affect them.

To support this, the Council will:

- **ensure that the views of children and young people, including those expressed through relevant participation structures, are considered when developing policies, strategies and services that directly affect children and young people;**
- **encourage services, where appropriate and proportionate, to identify how the views of children and young people have informed proposals or decisions that affect them;**
- **facilitate opportunities for the views of children and young people to be shared with relevant democratic and governance structures where this is relevant to the matters under consideration;**
- **ensure that appropriate feedback is provided to children and young people on how their views have been considered and how their input has contributed to the development of policies, services or activities;**
- **ensure that arrangements for the participation of children and young people align with the Council's wider framework for citizen participation and engagement, avoiding duplication and promoting common principles of meaningful participation.**

Through these arrangements, the Voice of the Child will be formally embedded within the Council's corporate systems and processes, ensuring that it is an integral part of governance, accountability and strategic decision-making.

Strategic Priorities

In order to move from expectations and principles to consistent and mature action across the Council, this strategy will focus on strengthening the following areas:

Ensuring corporate consistency across all services

While robust practice already exists, the Council will strengthen consistency to ensure that the voice of the child is systematically considered across all services, not just in certain areas. This will reduce variance and ensure a clear and consistent corporate approach.

Strengthening the link between participation and strategic decision-making

The Council will ensure that the voices of children and young people directly and visibly influence strategic decisions, service planning and priority setting, moving from participation as an activity to participation as an influence.

Ensuring that all children, especially those in vulnerable situations, are heard

There will be a particular focus on strengthening opportunities to hear the voices of children who are at risk of under-representation or who have complex experiences, ensuring full and equal inclusion.

Strengthening accountability and the ability to demonstrate impact

The Council will strengthen arrangements to clearly show how children's views have informed decisions and services, ensuring transparency, organisational learning and continuous improvement.

Developing organisational capacity and a sustainable culture

The Council will continue to develop workforce capacity, leadership and systems to ensure that listening to children is a normal, sustainable and integral part of organisational culture.

Corporate Accountability and Strategic Oversight

Clear accountability is essential to ensure that the principles of this strategy are implemented consistently and effectively across the Council.

Strategic oversight of the strategy's implementation will be provided, which will:

- **receive regular updates on the progress and implementation of the strategy;**
- **monitor the effectiveness of children and young people's participation arrangements;**
- **identify risks, gaps or inconsistencies in implementation;**
- **ensure that appropriate action is taken to strengthen practice where necessary.**

Heads of Department and relevant managers will be responsible for ensuring that the principles of this strategy are implemented within their areas of responsibility, and that appropriate evidence of this is recorded and reported through established corporate arrangements.
Elected members will play a key role in providing democratic challenge, assurance and accountability in relation to the implementation of the strategy. An annual report on the implementation of the Strategy and progress against the Action Plan will be presented to the Cabinet as part of the Council's accountability and oversight arrangements.

Implementation and Delivery

To support the effective delivery of this strategy, a corporate Action Plan will be developed and maintained.

The Action Plan will:

- **identify clear actions, timelines and responsibilities;**
- **support consistent action across all relevant services;**
- **ensure that action is realistic, proportionate and sustainable;**
- **enable progress to be monitored and areas identified for further improvement.**

The Action Plan will be reviewed regularly to ensure that it remains relevant, effective and responsive to the needs of the Council and children and young people.

Monitoring, Evaluation and Assurance

Formal monitoring arrangements will be put in place to ensure that the implementation of this strategy is systematically and transparently evaluated.

This will include:

- **developing appropriate indicators to assess the delivery and impact of the strategy;**
- **gathering and analysing relevant evidence, including feedback from children and young people, professionals and governance structures;**
- **identifying areas of strength and any areas where action needs to be further strengthened;**
- **using monitoring findings to inform continuous improvement across the Council.**

Corporate assurance in relation to the delivery of the strategy will be provided.

Reporting and Transparency

To ensure accountability and transparency, progress reports on the delivery of the Voice of the Child Strategy will be prepared.

This report will:

- **summarise progress against relevant priorities and actions;**
- **outline evidence of impact on policies, decisions and services;**
- **identify any relevant challenges or risks;**
- **outline further steps to strengthen action.**

Where appropriate, information on the delivery of the strategy will also be shared with children and young people through established participation structures, ensuring transparency and meaningful feedback.

Standard of Feedback and Reporting

All issues that progress through the corporate arrangements will have an owner, status, next step and timeline for an update. Children and young people will find out what has changed, what hasn't changed and why. The Council will publish accessible examples of "You said – We did – What changed".

A short, accessible version of the Strategy will be available to children and young people.

Reviewing the Strategy

The Voice of the Child Strategy will be reviewed periodically to ensure that it remains relevant, effective and reflects statutory expectations, corporate priorities and the experiences of children and young people.



THE VOICE OF THE CHILD STRATEGY

Cyngor Gwynedd

The Voice of the Learner in Education

Please contact the Cyngor Gwynedd Education Department if you would like this information in any other language or format, e.g. large print or Braille.

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THE VOICE OF THE LEARNER IN EDUCATION

Purpose of the appendix

The purpose of this appendix is to show, in a clear and practical way, how the voice, experiences and perspectives of learners feed into education arrangements in Gwynedd. The appendix reiterates the Voice of the Child Strategy by setting out the link between the experiences of learners in school, curriculum development, teaching and learning, well-being, self-evaluation, improvement planning, the work of governing bodies and the wider arrangements of Cyngor Gwynedd.

The voice of the learner is not just an individual activity or a formal structure. It is a principle that informs the way schools listen to learners' experiences, consider their perspectives when making decisions and use this information to improve learning experiences and school life.

Policy Statement

Schools in Gwynedd will operate on the basis that the voice of the learner is an essential element of inclusive, ambitious and effective education. The voice of the learner is not an additional activity or a separate compliance requirement; it is integral to creating a school culture, developing the curriculum, improving teaching and learning, promoting well-being, self-evaluation and improvement planning.

- Each learner will have regular and meaningful opportunities to express their views on their learning, well-being, relationships and experience of school life.
- Schools will ensure that learners' views are actively sought, appropriately recorded and used to inform relevant decisions.
- Democratic participation structures, including school councils and learner forums, will represent a wide range of learner experiences and not just the voice of a narrow group.
- The voice of the learner will contribute to the development and refinement of the curriculum, learning experiences and well-being arrangements within the context of the Curriculum for Wales.
- Schools will provide learners with clear feedback on what has happened as a result of their contribution, including an explanation when change is not possible.
- The voice of the learner will be part of the school's self-evaluation, monitoring and improvement planning processes, and will be considered by leaders and governing bodies as part of school accountability.

Operating principles

Rights-based approach

Learners are holders of rights. Their right to be heard applies to decisions about their daily experiences at school and to wider decisions about education in Gwynedd.

Purposeful listening

There should be a clear purpose to all activities that gather learners' views. Learners should understand, as far as possible, why their views are being sought, who will consider them and how they can influence.

Inclusion

Schools will use a variety of approaches to ensure that all learners are able to contribute, including those who are less confident, learners with additional learning needs, disabled learners, learners experiencing social or emotional barriers, and those who do not normally participate in formal structures.

Relevance to learning and well-being

The voice of the learner will be used to understand learning experiences, belonging, safety, well-being, equity and the curriculum. This information should help schools to improve learners' educational experience in practice.

Transparency and feedback

Listening involves a duty to complete the circle. Learners will receive appropriate feedback on how their views were used, what action was taken, or why it was not possible to act on a particular point of view.

Accountability

Evidence of the voice of the learner will be included in self-evaluation arrangements, improvement plans, school council minutes, reports to governing bodies and relevant monitoring.

How the voice of the learner feeds into education arrangements

The following stream shows how the voice of the learner moves from the experience of an individual or group of learners to classroom, school, governing body decisions and, where appropriate, county arrangements such as Llais Ni: Gwynedd Schools and Youth Forum:

Learner voice source	How it is gathered	How it feeds into decisions	Evidence of quality assurance
Learning and well-being discussions with learners	Class talks; individual or group discussions; circle time; well-being activities; creative or digital approaches.	Helps teachers and leaders understand learners' daily experience, what works well and what is a barrier to learning or well-being.	Discussion notes; themes collected; examples of changes to classroom or school arrangements; feedback "You said – We did".
School Council and learner forums	Elections or arrangements for representation; regular meetings; gathering peer opinions; agenda items from learners or leaders.	Provides a democratic pathway for learners to raise issues, represent wider perspectives and influence school life.	School council minutes; actions; attendance; evidence collected by representatives and reported back to peers.
Feedback on the curriculum, teaching and learning	Learner surveys; discussions after units of work; learning walks; listening to learners as part of monitoring; feedback on learning experiences.	Informs curriculum refinement, selection of learning experiences, teaching strategies, suitable support and challenge for learners.	Customised curriculum plans; self-evaluation records; monitoring reports; examples of changes to learning experiences.
Surveys, questionnaires and digital resources	School questionnaires; well-being surveys; anonymous methods; digital platforms; opinion-gathering activities on specific issues.	Identifies themes across groups or the whole school, helping leaders prioritise improvement actions.	Analysis of results; themes; action plans; reports to leaders and governors.
Specific groups or the voice of learners who are at risk of being under-represented	Well-being groups; ALN groups; discussions with vulnerable learners; advocacy support or alternative methods of communication.	Reduces the risk that decisions are based solely on the voice of the most confident learners, and helps schools adapt provision to various needs.	Evidence of inclusive approaches; reasonable adjustments; supporting records; themes of target groups; impact on support plans.

Learner voice source	How it is gathered	How it feeds into decisions	Evidence of quality assurance
Self-evaluation and school monitoring	Listening to learners as part of learning walks, scrutiny of work, well-being reviews, attendance and behaviour monitoring, and quality assurance activities.	Ensures that learners' views and experiences are a source of evidence when evaluating the quality of provision and planning improvement.	Self-evaluation reports; School Development Plan; monitoring records; improvement actions that refer to the voice of learners.
Complaints, compliments and informal feedback	Conversations with staff; comments from learners; feedback to pastors or leaders; patterns that emerge through school arrangements.	Able to identify strengths, concerns or obstacles before they become more formal issues.	Appropriate records; analysing themes; response actions; evidence of feedback to learners.
Llais Ni: Gwynedd Schools and Youth Forum	Themes from schools, school councils and learner forums are shared, where appropriate, with regional or county arrangements.	Enables learners' experiences in schools to influence relevant education priorities and county decisions.	Forum minutes; county themes; actions; reports or updates to services and young people.

1. Listening and gathering

Schools will provide a range of regular opportunities for learners to share views on their learning, well-being and experience of school life. The methods should be appropriate to learners' age, development, language, ability and communication needs.

2. Understanding and analysis

Schools should consider what learners say alongside other evidence such as attendance data, well-being, progress, staff observations and the views of parents or partners where relevant. The analysis should identify themes, strengths, obstacles and areas for improvement.

3. Planning and prioritising

Learners' perspectives should inform the school's priorities, the School Development Plan, curriculum development, well-being plans and learner support arrangements. When learners' opinions differ from what is possible or appropriate, the logic should be clearly recorded.

4. Implementation and adaptation of provision

Schools should be able to demonstrate how learner feedback has led to actions, changes or improvements. This can include adapting learning experiences, improving communication, strengthening well-being arrangements, changing a school's arrangements or developing new participation opportunities.

5. Impact review and feedback

Schools should review whether the action taken has made a difference from the learners' perspective. Learners should receive clear feedback on the impact of their contribution, including through simple methods such as "You said – We did – What changed".

Routes for raising, referring and escalating a matter:

Learner raises a matter → a member of staff or a school council listens → the matter is recorded → a relevant leader responds → governing body or Llais Ni: Schools if required → feedback to the learner → check the impact

If a matter is not resolved by the school council or at a school level, it should be explained how it can be referred to the relevant leader, governing body, Education Service or Llais Ni: Schools Role titles should be used rather than names of individuals.

Security, confidentiality and accuracy

Schools will offer a confidential or anonymous method of raising a matter where appropriate. Learners will be able to check that a summary of their point of view reflects their message and will be able to correct a misunderstanding.

Updates and feedback

Learners will be informed that the matter has been received, who is responsible and when an update is expected. An update will be given prior to a final decision if the process continues.

Additional assurance question: Can the learners themselves explain what happened to their opinion and what difference it made?

The role of self-evaluation, monitoring and quality assurance

The voice of the learner is part of a school's accountability at all levels. Staff are responsible for listening to learners and using this information to improve learning experiences. School leaders and governing bodies are responsible for ensuring that the voice of the learner is systematically considered when evaluating provision, in improvement planning and impact monitoring.

- School self-evaluation: using learners' views and experiences as part of evidence when evaluating the quality of teaching, learning, well-being, inclusion and the curriculum.
- School Development Plan: ensure that relevant improvement priorities reflect what has been learned by listening to learners.
- Monitoring by leaders: include discussions with learners, surveys or other methods as part of regular monitoring, avoiding relying solely on the views of adults.
- Scrutiny by governing bodies: asking how the voice of the learner has been collected, used and shared back with learners.
- Cyngor Gwynedd engagement: consideration of learners' views as part of a dialogue with schools, support for improvement and relevant county arrangements.
- Whole-system learning: using themes from Llais Ni: Schools, learner forums and the Gwynedd Youth Forum to inform wider education priorities.

What should we see in effective practice?

- Learners understand that their views are valued and know how to share views or raise matters.
- Participation structures, including school councils and learner forums, are operational, democratic and represent the wider perspectives of learners.
- Schools use a variety of methods to hear from learners who do not always contribute through formal meetings.
- Learners' perspectives influence curriculum development, teaching and learning, well-being, school arrangements and improvement priorities.
- There is clear evidence of the connection between what learners said, the decisions made, and what changed.
- Learners are able to give examples of changes or improvements that have occurred as a result of their contribution.
- Leaders and governors consider the voice of the learner in monitoring provision and challenging progress.
- Themes of the voice of the learner feed into county arrangements where relevant, including Llais Ni: Gwynedd Schools and Youth Forum.

Measuring impact

To demonstrate that the voice of the learner has a real impact, schools and the Education Service should be able to show evidence at three levels:

Level	Question of assurance	Examples of evidence
Individual learner	Has the learner had a meaningful opportunity to express an opinion and has their experience been understood?	Learner discussions; support records; individual or group feedback; examples of adaptations to learning or well-being; evidence of feedback to the learner.
Class, group or school	Is there a consistent practice to gather, analyse and use learners' voices to improve provision?	School council minutes; surveys; monitoring reports; School Development Plan; examples of "You Said – We Did"; self-evaluation records.
Governing body	Do governors get relevant evidence of the voice of learners and use it to scrutinise quality and impact?	Headteacher reports; committee minutes; governors' visits; challenge questions; records of discussions or presentations by learners.
Strategic or county	Do themes of learner voices influence school support, education priorities or relevant county decisions?	Llais Ni Themes: Schools; the minutes of the Gwynedd Youth Forum; reports to management teams or services; changes to guidance, support or priorities.

Key questions for schools and governing bodies

- Do learners have regular and meaningful opportunities to share views about their learning, well-being and experience of school life?
- Do participation approaches involve learners of different ages, backgrounds, abilities, needs and confidence?
- Is the school clear about which issues learners can influence and which issues have limitations?
- Are learners' opinions recorded and summarised without losing the meaning of their message?
- Is there evidence that learners' views have influenced the curriculum, teaching and learning, well-being or school arrangements?
- Do learners get feedback on what has happened as a result of their contribution?
- Does the School Development Plan or self-evaluation arrangements reflect themes from learners' voices?
- Do governors ask questions about the quality, representation and impact of the voice of the learner?
- Is there a clear procedure to raise school matters to a regional or county level when appropriate?
- Can the school show examples of "You said – We did – What changed"?

Roles and responsibilities

Role	Responsibility in relation to the voice of the learner
Learners	Sharing opinions, experiences and ideas; contribute to school life; help identify what works well and what could improve.
Learner representatives	Gather views from peers, represent wider perspectives, contribute to school councils or forums, and help share feedback with learners.
Teachers and practitioners	Creating opportunities for learners to voice their opinions; using feedback to adapt teaching, learning and support; record relevant themes and act on them.
School Leaders	Ensure that whole-school arrangements for the voice of the learner are clear, inclusive and effective; use the information to inform self-evaluation, improvement planning and curriculum development.
Governing bodies	Ensure that the voice of the learner is seen as part of leadership and accountability; scrutiny of evidence; asking how learners have influenced decisions and improvement.
Cyngor Gwynedd - Education Service	Supporting schools to develop effective practice; use relevant themes from the voice of learners when supporting improvement, policy development or planning education priorities.
Gwynedd Youth Forum and Llais Ni: Schools	To provide a pathway for themes from schools to move to county arrangements, and to ensure that learners are able to contribute to wider education issues where appropriate.
Partners	Supporting learner participation where they work with schools or services; share relevant themes and contribute to improvement actions where appropriate.

Summary

This appendix confirms that the voice of the learner is a core part of education in Gwynedd. It links learner experiences to curriculum development, teaching and learning, well-being, self-evaluation, improvement planning, scrutiny by governing bodies and county arrangements. The proof of success is that it can be shown that the voice of the learners has improved experiences and outcomes.

Cyngor Gwynedd

THE VOICE OF THE CHILD STRATEGY

Cyngor Gwynedd

The Voice of the Learner in Children's Services

Please contact the Cyngor Gwynedd Education Department if you would like this information in any other language or format, e.g. large print or Braille.

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THE VOICE OF THE LEARNER IN CHILDREN'S SERVICES

Purpose of the Appendix

The purpose of this appendix to demonstrate, in a clear and practical way, how the voices, lived experience, wishes and feelings of children and young people feed into Children's Services within Cyngor Gwynedd. The appendix complements the Voice of the Child Strategy by setting out the link between direct work with children, case records, professional supervision, quality assurance activities, service user feedback and service improvement arrangements.

Policy Statement

Children's Services operate on the basis that the voice of the child is an essential element of effective professional practice, safeguarding and high quality decision-making. The voice of the child is not an additional activity or a separate compliance requirement; it is an integral part of the assessment, planning, implementation, review, supervision and improvement of services.

- All children will have a real opportunity to express their views, feelings, wishes and experiences in a way that is appropriate to their age, development, language, ability and communication needs.
- The child's views will be actively sought and clearly recorded, including how the information was collected, what the child said or demonstrated, and how these were used in decision-making.
- The voice of the child will be considered alongside professional judgement, risk evidence, safeguarding responsibilities and the wider context of the child's well-being.
- Where it is not possible to act on a child's wish or choice, the reasons will be recorded and, where appropriate, explained to the child in an honest, sensitive and age-appropriate way.
- Managers will use supervision, case audits and quality assurance activities to ensure that the voice of the child is visible, sufficient and influences planning and decisions.

Operating principles

Rights-based approach

Children are rights holders. Their right to be heard applies to individual decisions about their lives and to wider decisions about services.

Purposeful listening

There should be a clear purpose to every conversation, observation or engagement activity, and the child should understand, as far as possible, how their voice can have influence.

Inclusion

Methods of communication will be adapted to the child, not the child to the process. This includes pre-verbal children, non-verbal children, disabled children, children with additional learning needs, children who have experienced trauma and children who are less confident when talking to adults.

Emotional safety

The need for children to repeat their story should be reduced. Practitioners will plan how to listen in a way that reduces stress and respects trusting relationships.

Transparency and feedback

Listening involves a duty to explain what happens next. Children will receive appropriate feedback on how their opinion was used or why it could not be acted upon.

Accountability

Evidence of the voice of the child will be included in records, plans, decisions, reviews and quality assurance activities.

How does the voice of the child feed into Children's Services arrangements?

The following flow chart shows how the voice of the child moves from the child's individual experience to case practice, supervision, quality assurance and service improvement:

The source of the voice of the child	How it is gathered	How it feeds into decisions	Evidence of quality assurance
Direct work with the child	Individual conversations; observations; communication equipment; playwork or creative activities; methods adapted to age, language and development.	Informs an understanding of lived experience, wishes, feelings, risks, strengths and what is important to the child.	Clear case records; specific references to the voice of the child in assessments, plans and supervision notes.
Well-being and risk assessments	Seek the child's views as part of the assessment; consider what the child is saying, showing or conveying through behaviour.	Shapes risk analysis, needs, strengths, personal outcomes and next steps.	Case examinations test whether the assessment reflects the child's experience and not solely the views of adults.
Safeguarding investigations and allegations against a person in a position of trust	Ensure that a child is heard in a safe, sensitive and proportionate way, without causing further harm.	Informs decisions about safety, protection arrangements, risk management and multi-agency work.	Management oversight, strategy discussions, decision records and sampling of safeguarding cases.
Care and support plans	Discuss what's important to the child, what is working, any worries, and what would help.	Influences the plan's objectives, interventions, contact arrangements, placements, support and measures of success.	Plan reviews; progress records; evidence that actions are related to the child's wishes and well-being.
Meetings and statutory reviews	Involve the child directly where appropriate; use advocacy, statements, representation or other means when attendance is not appropriate.	Ensures that the meeting takes into account the child's experience and wishes when deciding on plans and steps to be taken.	Minutes of meetings showing how the child's views were presented, considered and incorporated.
Advocacy and alternative means of communication	Referral or offer independent advocacy; use visual resources, symbols, communication through a trusted person or specialised methods.	Reduces the risk of the voice of the child being filtered through adults or lost due to communication barriers.	A record of advocacy proposals, decision rationale and evidence that communication needs have been considered.
Complaints, praise and feedback	Gather direct feedback from children and young people about their experience of the service.	Identify strengths, barriers, lived experience themes and areas for improvement.	Analyse themes from feedback; improvement steps; reporting to teams, managers, and relevant governance arrangements.
Wider participation activities	Forums, discussion groups, surveys, participation events and links to the corporate voice of the child work-stream.	Feeds children's experiences into service planning, commissioning, policy, improvement priorities and impact evaluation.	Participation reports; examples of "You Said – We Did"; service action plans.

1. Assessment

When assessing a child's or family's needs, the assessment must include clear evidence of the child's lived experience. The assessment should distinguish between the child's opinions, the views of parents or carers, practitioners' observations and professional analysis. The record should show how the voice of the child was sought, and what the impact was on the analysis.

2. Planning

Care and support plans, safeguarding plans, looked-after child plans and transition plans should show a clear link between what is important to the child and the agreed actions. Where the child's wishes differ from what is considered safe or appropriate, the plan should record the rationale and the way in which this will be explained.

3. Action and intervention

Interventions should respond to what the child is saying or demonstrating about his or her life. This includes considering important relationships, placement, contact arrangements, school experience, emotional health, identity, culture and language.

4. Review

Reviews should test whether the plan makes a difference from the child's point of view. They should not rely solely on process measures. The central question should be: what has changed for the child, and how do we know that; from the child themselves or through other relevant evidence?

5. Close or step down

Before closing a case or stepping down to other services, consideration should be given to whether the child has had the opportunity to express an opinion about the change, whether the outcomes that were important to them have been achieved, and whether ongoing arrangements are clear and secure.

Information, feedback and right to rectification

The child, in a way appropriate to their age and communication needs, will be informed who is making the decision, what will happen next and when an update will be available.

When a decision or change is pending, appropriate updates will be given during the process and not just at the end. A record will show what feedback was given to the child, how it was given and whether the child understood the next step.

The child will have an opportunity, where appropriate, to correct or challenge an incorrect summary of his or her point of view. The distinction between the child's words, adult interpretation and professional opinion will remain clear.

Measuring first-hand experience

Quality assurance will include asking whether the child felt he or she was heard, whether he or she understood what happened next, and whether he or she can see how his or her views were considered.

From individual experience to service improvement

Anonymous themes of casework, feedback, complaints, praise and advocacy will be shared with Llais Ni: Services and the relevant governance arrangements to inform the improvement of services, without disclosing personal information.

Role of supervision and quality assurance

The voice of the child is part of professional accountability at all levels. Practitioners are responsible for seeking, recording and using the voice of the child. Managers are responsible for ensuring that this happens consistently and is of a high quality. Quality assurance activities provide evidence and challenge about how visible and effective the voice of the child is in practice.

- Individual supervision: discussing what the child has said or shown, how this has informed analysis and what next steps are needed.
- Management and decision supervision: ensuring that key decisions set out how the voice of the child was taken into account.
- Case checks and sampling: checking the quality of records, assessments, plans and reviews from the perspective of the voice of the child.
- Practice evaluations and team diagnostics: identify themes across teams and services, including strengths and gaps in practice.
- Service user feedback: using the experiences of children, young people and families to inform service improvement.
- Multi-agency learning: use learning from reviews, inspections, safeguarding discussions and partner feedback to strengthen practice.

What should we see in effective practice?

- Case records include the child's direct voice where possible, and explain methods of communication when the child is not expressing an opinion verbally.
- Assessments include an analysis of the child's lived experience, not just a description of the adults' circumstances.
- Plans show a link between the child's wishes, feelings and needs and the agreed actions.
- Decisions show how the child's opinions were given due weight, taking into account age, understanding, maturity, safety and well-being.
- Children receive appropriate feedback about the outcome of their contribution, including when a specific change or choice is not possible.
- Managers challenge cases where the voice of the child is not visible or where it is primarily represented through an adult perspective.
- Themes of feedback, complaints, praise and audits are used to improve practice and provision.
- There is evidence that children at risk of under-representation have been given suitable means to enable participation.

Measuring impact

In order to demonstrate that the voice of the child is having a real impact, the service should be able to show evidence at three levels:

Level	Question of assurance	Examples of evidence
Individual child	Has the child been heard and has their voice influenced decisions about their life?	Direct work records; assessments; plans; reviews; minutes of decisions; feedback to the child.
Team or service	Is there consistent practice across employees, teams, and services?	Sample checks; supervision; team diagnostics; themes of feedback; team improvement plans.
Strategic	Do children's experiences influence policy, commissioning, service planning and improvement priorities?	Quality assurance reports; complaint/praise analysis; themes of participation; performance reports; examples of "You said – We did".

Key questions for case investigation

- Does the record show that the child has been seen or heard directly? If not, is there a clear reason?
- Has the child's method of communication been properly considered and adjusted?
- Does the record distinguish between the child's words, an adult's interpretation and professional opinion?
- Does the assessment describe the child's lived experience and the impact of family circumstances on them?
- Do key decisions indicate how the child's views were taken into account?
- Is there evidence that the child has received feedback on what will happen next?
- Is there evidence of advocacy or communication support when that was appropriate?
- Does the plan include actions that respond to what is important to the child?
- Has supervision addressed the voice of the child and challenged any gaps?
- Is there evidence that learning from the case feeds into wider improvement where applicable?

Roles and responsibilities

Role	Responsibility in relation to the voice of the child
Practitioners	Seek, understand, record and use the voice of the child in direct work, assessments, plans, meetings and reviews.
Team Managers	Ensure that the voice of the child is visible in supervision, records and decisions; challenge gaps; support practice development.
Service Managers	Identify themes across teams; using data, audits and feedback to inform staff improvement and development.
Senior Leaders	Ensure that the voice of children is involved in governance, strategic planning, commissioning, risk management and improvement priorities.
Multi-agency partners	Share relevant information about the child's experience, contribute to coherent decisions and ensure that multi-agency plans reflect the voice of the child.
Children and young people	Have safe, appropriate and meaningful opportunities to share their experiences and see how their contribution has been considered.

Summary

This appendix confirms that the voice of the child is a core part of Children's Services arrangements in Gwynedd. It links direct work with children to the recording, assessment, planning, supervision, audit and improvement of services. The proof of success is that it is possible to demonstrate how the voice of the child was understood, respected, considered and used to improve decisions and outcomes for children.

Cyngor Gwynedd

THE VOICE OF THE CHILD STRATEGY

Cyngor Gwynedd

The Gwynedd Children and Young People's Voice Forums

Please contact Cyngor Gwynedd Education Department if you would like this information in any other language or format, e.g. large print or Braille.

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THE GWYNEDD CHILDREN AND YOUNG PEOPLE'S VOICE FORUMS

Purpose of the Appendix

The purpose of this appendix is to show how the voice of Gwynedd children and young people forums act as part of Cyngor Gwynedd's corporate arrangements to ensure that children and young people can meaningfully influence decisions, services and priorities that impact their lives.

The appendix reiterates the Voice of the Child Strategy by setting out the way that the views, experiences and priorities of children and young people are gathered, discussed, represented, transferred to those who make decisions and lead to implementation and feedback.

The purpose of the forums is not to solely conduct one-off consultations. Their purpose is to create an ongoing, inclusive and accountable system where children and young people have a safe place to voice their opinion, a relevant audience to listen to them and a clear path for their views to influence change.

Policy Statement

Cyngor Gwynedd will conduct and develop children and young people forums as an integral part of its participation arrangements, governance and service improvement.

The forums will act on the basis that children and young people are rights holders, and that appropriate emphasis must be placed on their views in decisions that affect them.

The arrangements will ensure that the voice of children and young people is gathered in a meaningful way, is fairly represented, and is submitted to the right people, and leads to implementation, feedback or a clear explanation as to why change is not possible.

The Council will ensure that the forums:

- provide regular opportunities for children and young people to voice their opinion on matters that are important to them;
- include a varied range of children and young people from different areas, backgrounds, services and experiences;
- connect local, regional and county structures in a clear way;
- enable children and young people to raise their own matters, as well as respond to questions from Council services;
- ensure that the views of children and young people are shared with officers, elected members, management teams and relevant committees;
- lead to clear implementation plans, where appropriate;
- give feedback to children and young people on what is happening as a result of their contribution.

Operating principles

Meaningful participation

Participation in the forums will be more than an opportunity to voice an opinion. It will involve listening, discussing, agreeing on priorities, implementing and reviewing impact. Children and young people should be able to see how their views are used or understand why it was not possible to act on them.

Inclusion

The arrangements will try to include children and young people from every part of Gwynedd, including those who do not always engage through formal structures. Various methods will be used, including face-to-face discussions, surveys, questionnaires, digital opportunities, local groups and regional forums.

From a local to a strategic level

The matters will be able to move from a local level to a regional level, and then to a county level. This will ensure that the experiences of children and young people in schools, youth clubs, community services and specialist services are able to influence service planning and strategic decisions.

Transparency and feedback

The Council will be clear with children and young people regarding the purpose of each participation activity, who will listen, what could change and what cannot be changed. Feedback will be an integral part of the process.

Accountability

There will be a clear responsibility on services, managers and the relevant executive board to consider the matters raised by children and young people, respond to them and record any actions taken or reasons for no implementation.

How does the structure work?

The arrangements of the Gwynedd children and young people forums are based on a clear flow from the local level to the county level.

1. Local level

On a local level, children and young people can share their views through schools, school councils, youth clubs, community groups, specific services, partner projects or direct contact with professionals.

- discussions in schools or learner groups;
- local youth groups;
- specific groups such as well-being groups, LGBTQ+ groups, community groups or service groups;
- reviews or questionnaires on a specific subject;
- informal discussions with workers with whom young people have a trusting relationship;
- digital or anonymous methods for young people who do not wish to speak in meetings.

This level is important because this is where the lived experiences of children and young people are heard close to their communities, their schools and their services.

2. Regional level

Regional forums will bring representatives from different local groups together across the three areas in Gwynedd.

- Arfon;
- Dwyfor;
- Meirionnydd.

The purpose of the regional forums is to share matters that arise locally, identify common themes, discuss area priorities and agree which matters should move forward to a county level.

These forums could include representatives from schools, the Youth Service, social services, third-sector partners, community groups and other services that work with children and young people.

3. County level

The Gwynedd Youth Forum will act as the main county mechanism to bring the voices of children and young people together.

- Llais Ni: Schools;
- Llais Ni: Youth Service;
- Llais Ni: Services.

The three streams will ensure that the voices of children and young people can be gathered from a range of experiences: school experience, youth and community experience and experience of specific services.

The purpose of the Gwynedd Youth Forum will be to do the following:

- discuss matters that are raised by children and young people;
- identify county priorities;
- introduce the perspectives of children and young people to the Council;
- agree on implementation steps with the relevant services;
- receive feedback on progress;
- ensure that children and young people are able to see the impact of their contribution.

The connection with decision-making

The forums will connect to the Council's decision-making arrangements through several routes.

Matters that are raised by children and young people could be presented to:

- departmental management teams;
- relevant services;
- action groups;
- Cabinet Members;
- elected members;
- relevant committees;
- governance or scrutiny procedures when appropriate.

The Council's services will also be able to introduce matters to the forums to ask for the views of children and young people before developing a policy, reviewing a service or making a relevant decision.

This creates a two-way flow:

From the children and young people to the Council	From the Council to children and young people
Children and young people raise matters that are important to them.	Services ask for opinions on a policy, plan or service.
Local and regional forums identify themes.	Information is shared in an accessible way.
County Forum agrees on priorities.	Children and young people have an opportunity to challenge, question and contribute.
Matters are transferred to services or members.	Feedback is given on what has changed or why change is not possible.

The implementation cycle

The work of the forums will follow a clear implementation cycle:

1. Listening

Children and young people have opportunities to share their opinion, experiences, concerns and ideas through methods that are suitable for them.

2. Gathering and understanding

The information is gathered, analysed and discussed to identify themes, priorities and matters that require a response.

3. Discussing and agreeing

Children and young people, professionals, partners and the Council discuss the findings and agree on implementation steps where appropriate.

4. Action together

Services, departments or partners take steps to respond to the matters raised. This could include changing arrangements, adapting a service, developing resources, raising awareness or commissioning further work.

5. Feedback

Children and young people are informed of what has happened as a result of their contribution. Where change is not possible, clear and honest reasons will be provided.

6. Review

The forums return to the matters raised to check whether the actions have made a difference, and whether further work is required.

How do the forums make a difference?

The forums will make a difference when it is possible to show that the views of children and young people have influenced thinking, decisions or actions.

This may include:

- changing a policy or procedure;
- adapting the way that a service is provided;
- identifying obstacles to children and young people;
- improving communication between the Council and young people;
- developing training opportunities or information for young people;
- raising local matters to strategic attention;
- improving the Council's understanding of the lived experiences of children and young people;
- strengthening confidence, skills and the young people's sense of belonging and influence.

Impact does not always mean that a request from children and young people leads to a direct change. Sometimes, the impact will be that a decision is made based on improving the understanding of young people's experience, or that reasons for not changing are explained in clearer terms.

What should we see in effective arrangements?

When the forums work effectively, there should be evidence that:

- children and young people understand the purpose of the forum and how their views could influence;
- there is representation from different areas, services, backgrounds and experiences;
- matters are raised by children and young people themselves, not solely adults;
- the opinion of young people is clearly recorded and summarised without losing the meaning of their message;
- actions are agreed with responsibilities and timetables;
- the Council's services respond to the matters raised;
- elected members and managers listen firsthand to children and young people where appropriate;
- feedback is given to young people on the impact of their contribution;
- themes from the forums inform service planning, improvement priorities and relevant reports.

Measuring impact

To show that the forums are making a difference, evidence must be gathered on three levels:

Level	Question of assurance	Examples of evidence
Child or young person	Has the child or young person had a meaningful opportunity to voice their opinion and understand what happened afterwards?	Participation records; feedback from young people; attendance in forums; examples of individual or group feedback.
Forum or region	Has the forum identified themes, priorities and clear implementation steps?	Meeting minutes; action plans; regional themes; "You Said - We Did" records.
Strategic	Have the voices of children and young people influenced policy, service planning or Council decisions?	Reports to management teams or committees; changes to policy or provisions; decision records; updates to the Gwynedd Youth Forum.

Roles and responsibilities

Role	Responsibility
Children and young people	Share views, experiences and ideas; represent wider perspectives where appropriate; contribute to priorities and actions.
Forum representatives	Gather views from peers, contribute to local, regional and county discussions, and help to share feedback.
Youth workers, schools and service workers	Support children and young people to participate, remove obstacles, promote hot topics and ensure that the voice of young people is recorded and shared.
The forum co-ordinator	Facilitate the arrangements, support meetings, coordinate information, monitor progress and ensure that feedback is shared.
Service managers and team leaders	Respond to the matters raised, share information within their services, agree on actions and ensure progress.
Executive board or governing group	Oversee the arrangements, ensure that actions are monitored and strengthen corporate accountability.
Elected members	Listen to the voices of children and young people, provide a democratic challenge and ensure that their views are considered in relevant decisions.
Partners	Support the participation of children and young people from different communities and services, share relevant information to guide improvement.

The operational model of the Forum and the Young People's Cabinet

Membership and representation

The arrangements to select members will be open, accessible and will be explained to the young people. There will be representation from Arfon, Dwyfor and Meirionnydd, schools, the Youth Service, service users and young people who do not engage via formal structures. Additional methods will gather the views of people who are not forum members.

Sharing the responsibilities

Roles such as the chair, deputy-chair and secretary will be shared or delegated. Members in reserve or joint representatives will be able to support the principal representative to reduce pressure and ensure continuation.

Meetings and an agenda

The Forum and the Young People's Cabinet will meet regularly throughout the year. There will be a simple mechanism for young people to present agenda items, and a part of each agenda will be set by the young people themselves.

Operational register and feedback

An accessible operational register will note the matter, the owner, the next step, the timeframe, the status and the feedback given. Updates will be provided even when there is no final decision.

The relationship with the Young People's Cabinet

The Gwynedd Youth Forum will specify the county priorities. The Young People's Cabinet, as an operational group within the Forum, will present these priorities to the decision makers, requesting updates and will report back to the Forum.

Summary

The Gwynedd children and young people's voice forums provide a clear structure to move the voice of children from a local experience to a strategic influence. They connect schools, youth services, Council services, partners, managers and elected members in an arrangement that allows children and young people to raise matters, discuss priorities, influence actions and receive feedback.

The proof of success is that the voice of children and young people does not remain in meetings or minutes, but that it leads to a better understanding, better decisions, more relevant services and a stronger sense among children and young people that their views are heard, respected and implemented.

Cyngor Gwynedd

THE VOICE OF THE CHILD STRATEGY

Cyngor Gwynedd

Strategic Integration and Governance - Voice of the Child

Please contact the Education Department, Cyngor Gwynedd if you would like this information in any other language or format, e.g. large print or Braille.

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STRATEGIC INTEGRATION AND GOVERNANCE

Purpose of the Appendix

The purpose of this appendix is to explain how the Voice of the Child is integrated into Cyngor Gwynedd's governance, leadership and strategic decision-making procedures. It responds specifically to the element of the strategy which states that the three streams of participation come together through the Gwynedd Youth Forum, and that this forum provides a recognised mechanism to present the voices of children and young people directly to leaders, managers and elected members.

The appendix describes the flow of children and young people's voices from a local to a strategic level; the role of the Gwynedd Youth Forum; the contribution of elected members; the responsibilities of officers and services; and the way in which the Council will ensure that the voice of children and young people is engaged in policy, planning, prioritisation and decision-making.

These procedures do not replace the Council's statutory responsibilities or formal decision-making processes. They reinforce those processes by ensuring that children and young people's experiences, perspectives and priorities are systematically considered before, during and after decisions are made that affect them.

Policy Statement

Cyngor Gwynedd will ensure that the Voice of the Child is a visible, systematic and accountable part of its corporate governance arrangements. The Council will use the Gwynedd Youth Forum as the county's main mechanism to bring together the voices of children and young people across three streams of participation: Education, Youth Service and Services.

These arrangements will ensure that children and young people have the opportunity to raise matters that are important to them, respond to matters being developed by the Council, and contribute to strategic priorities. Leaders, managers and elected members will listen to these perspectives, take them into account when making decisions, and provide clear feedback on what has happened as a result of the contribution of children and young people.

Governance principles

Voice is a part of governance, not a stand-alone activity

The voice of children and young people will be considered as part of the Council's decision-making, planning and evaluation arrangements, not as a supplementary consultation at the end of a process.

A clear pathway from the local to the strategic

Matters raised in schools, youth groups, services and communities will be able to move through local and regional forums to the Gwynedd Youth Forum and, where appropriate, on to management teams, elected members or committees.

Direct democratic link

Elected members will play an important role in listening to the voices of young people, explaining democratic processes, and ensuring that the views of children and young people are taken into account in relevant decisions.

Accountability and feedback

Matters raised by children and young people will receive a clear response. Where actions can be taken, responsibilities and timelines will be specified. Where change is not possible, the reasons will be explained honestly and appropriately.

Inclusion and fair representation

The Council will pay particular attention to ensuring that arrangements include children and young people from different areas, backgrounds and experiences, including those at risk of being under-represented.

The corporate model

The corporate model is based on three interconnected streams of participation. Each stream provides a pathway for children and young people to voice their views in a context relevant to their experience, and each stream contributes to the Gwynedd Youth Forum at a county level.

Stream	Main source of voices	How they contribute to strategic governance
Llais Ni: Schools	School councils, learner forums, class discussions, learner surveys, well-being groups and feedback through school arrangements.	Ensure that learners' experiences of learning, well-being, belonging and school life can influence education priorities, self-evaluation, improvement planning and relevant county decisions.
Llais Ni: Youth Service	Youth clubs, community projects, local and regional youth forums, surveys, informal activities and digital opportunities.	Ensure that issues that matter to young people in communities are heard, discussed and passed on to the county level, including the voices of young people who do not always engage through formal education.
Llais Ni: Services	Care, well-being, youth justice services, third sector partners, specialist groups and other services working with children and young people.	Ensure that the experiences of children and young people using specific services contribute to the design, delivery, evaluation and improvement of services across the Council.

The flow of governance

The arrangements work as a clear flow. This ensures that the voice of children and young people does not stay within local groups, but can travel to the places where decisions are made, and then return to young people through feedback.

Stage	What happens	Who is responsible
1. Gathering voices locally	Children and young people share views through schools, youth clubs, service groups, surveys, digital activities or discussions with trusted workers.	Schools, Youth Service, relevant services, partners and direct workers.
2. Regional discussion	The regional forums of Arfon, Dwyfor and Meirionnydd identify themes, priorities and matters that need to be raised at a county level.	Forum co-ordinator, youth workers, schools, services and youth representatives.
3. Present to Gwynedd Youth Forum	Representatives of the three streams come together to discuss matters, challenge, prioritise and agree what should move forward.	Gwynedd Youth Forum, young people, partners, officials and elected members by invitation.
4. Link to corporate governance	Relevant matters are presented to departmental management teams, heads of service, Cabinet members, committees or action groups.	Board or Action Group, senior officers, relevant services and elected members.
5. Take action or explain	Services respond by taking action, developing options, changing arrangements, commissioning further work or explaining why change is not possible.	Heads of service, managers, lead officers and relevant partners.
6. Feedback and learning	Children and young people receive feedback on the impact of their contribution. Themes and learning are used to strengthen the arrangements.	Forum coordinator, relevant services, elected members and the Action Group.

The role of Gwynedd Youth Forum

The Gwynedd Youth Forum is the main point of integration between the three streams of participation and the Council's strategic governance arrangements. Its role is to bring the voices of children and young people together, to ensure that those voices are discussed in a structured way, and to provide a pathway for those perspectives to reach the people who can act on them.

The Forum will:

- receive issues and priorities from the three streams: Schools, Youth Service and Services;
- give children and young people the opportunity to raise their own matters as well as respond to matters that the Council is developing;
- discuss themes coming from local and regional levels;
- agree which matters need to be passed on to management teams, committees, Cabinet members or action groups;
- receive updates on agreed actions;
- ask for clarity when actions have not progressed;
- share feedback with children and young people across the county.

The Forum will function as an influence and governance mechanism, not as a body that supersedes the Council's statutory decisions. Its strength is to ensure that those decisions are informed by the voices of children and young people in a clear, purposeful and accountable way.

Role of elected members

The participation of elected members is an essential part of the model because it creates a direct democratic link between children and young people and those with responsibility for the Council's priorities, resources and strategic decisions.

When elected members participate in the Gwynedd Youth Forum, their role is to listen, understand, ask questions, explain democratic processes, and ensure that the views of children and young people are taken to the relevant places within the Council's procedures.

Elected members are expected to:

- attend the Gwynedd Youth Forum or relevant meetings by invitation;
- listen directly to the perspectives of children and young people without filtering their voice through adults only;
- help young people to understand how democratic decisions are made;
- ensure that matters raised by young people are referred to Cabinet, committees, scrutiny or services where appropriate;
- provide feedback to the Forum on how matters have been considered;
- act in a non-political, respectful and apt way for the participation of children and young people.

The role of leaders, managers and services

For the model to make a difference, all relevant services must understand that the Gwynedd Youth Forum is part of the way the Council listens, plans and makes decisions. Services will be expected to receive input from the Forum, present matters to the Forum where the views of children and young people are relevant, and respond to the priorities raised.

Role	Governance responsibilities
Heads of Department	Ensure that strategic matters affecting children and young people are brought to the participation arrangements where appropriate; respond to themes emerging from the Forum; and ensure that actions are included in service plans or work programmes.
Departmental Management Teams	Receive and discuss themes from the Gwynedd Youth Forum; identify opportunities to involve young people before decisions; ensure that services provide a clear response.
Service Managers	Follow up on relevant actions; provide accessible information to the Forum; attend when necessary; provide feedback on progress.
Youth Forum Coordinator	Coordinate the flow between local, regional and county forums; maintain records and actions; ensure that feedback goes back to young people; support young people's representatives.
Board or Action Group	Monitor that the arrangements are working; ensure that matters move to the right decision-making places; challenge a lack of progress; review themes, attendance, representation and impact.
Partners	Support children and young people to contribute through their services and communities; share relevant themes; work with the Council on action where appropriate.

Integration with corporate decisions

The Council will expect services to consider the Voice of the Child as part of the development of policies, plans, service reviews and strategic decisions that affect children and young people. The voice of children shouldn't just appear late in the process. It should be considered at the stage at which options are formed and when evaluating the impact of decisions after their implementation.

A step in the decision-making process	How the Voice of the Child should be integrated
Before developing a policy or plan	Consider which children and young people will be affected; decide how to listen to their opinions; use the forums or other methods to gather views.
When drawing up options	Use the experiences and priorities of children and young people to test whether options are realistic, fair and likely to make a difference.
When preparing decision reports	Include a clear summary of how the voice of children and young people was considered, what was said, and how that influenced the recommendation.
When making a decision	Ensure that elected members and officers see relevant evidence of the voice of children and young people alongside financial, legal, risk and performance evidence.
After a decision	Provide feedback to children and young people on the decision, the impact their input had, and the reasons why their views could not be acted upon.

Referral and escalation routes

The arrangements should be clear enough to ensure that matters go to the right place. Not all matters need to go before the Cabinet or a committee; some can be resolved locally or through a service. However, when a matter is strategic, cross-departmental or related to children's rights more generally, there should be a clear escalation route.

Type of matter	Expected response path
Local or operational issue	The relevant service, school, local group or manager responds and provides feedback to the young people involved.
A regional matter or pattern arising in several areas	A regional forum will discuss it; if necessary, and will be submitted to the Gwynedd Youth Forum or to the relevant service.
A county or strategic matter	Gwynedd Youth Forum will prioritise it; and will be referred to a Departmental Management Team, Head of Service, Cabinet member, committee or action group.
Cross-departmental matter	A Board or Action Group identifies the relevant services and ensures that there is a coherent response.
Safeguarding matter or a direct risk	Follow relevant safeguarding procedures immediately. The forum does not replace statutory safeguarding processes.

Standards of response, ownership and escalation

Each issue referred to a service or decision-making structure will have a specific owner, next step and timeline for an update. The service will acknowledge the issue, explain the process and provide an update even if there is no final decision.

The Gwynedd Youth Forum or the Young People's Cabinet can request an update when there is no obvious progress. Cross-departmental issues will be allocated to a coordinating leader who is responsible for ensuring a single corporate response.

Direct contact with decision-makers

Regular sessions will enable young people to present priorities and questions directly to senior officials and elected members. A record of the response, actions and feedback will be shared in an accessible format.

Reviewing the model with young people

Young people will contribute to reviewing the effectiveness of the governance arrangements, including how easy it is to raise an issue, whether the issue reaches the right person, the quality of the feedback and the evidence of change.

Recording, reporting and feedback

To ensure accountability, there will need to be a clear record of what was raised, what the response was, who was responsible for actions, and how feedback was given to children and young people. Recording should be sufficient to demonstrate impact, but without creating a bureaucratic process that undermines natural participation.

Evidence should be kept of:

- matters raised by children and young people;
- the stream or region from which the matter emerged;
- which service, member or group considered the matter;
- what actions were agreed;
- who was responsible and what timetable was specified;
- what feedback was given to children and young people;
- any examples of change, learning or decision that was influenced by children's voice.

This information can inform progress reports, self-evaluation arrangements, reports to committees or updates for children and young people. The Council should use a clear approach such as "You said – We did – What changed" where appropriate.

What should we see in effective governance arrangements?

- The three streams of participation are clearly linked to the Gwynedd Youth Forum.
- There is representation from Arfon, Dwyfor and Meirionnydd, and of a range of children's and young people's experiences.
- Children and young people can raise matters themselves, not just respond to an adult-led agenda.
- Elected members and senior officers listen directly to young people where appropriate.
- Matters from the Forum are discussed by the relevant services or decision-making structures.
- Relevant decision-making reports set out how the voice of children and young people has been considered.
- Actions are monitored and not left without an owner.
- Children and young people receive timely and appropriate feedback on the impact of their contribution.
- The model leads to better decision-making, improved communication and greater trust between young people and the Council.

Assurance questions for corporate leaders and governors

- Do the matters being discussed by the Gwynedd Youth Forum reach the people who have the power to act?
- Is there evidence that elected members and officers listened to children and young people before making relevant decisions?
- Do services use the Forum to test out ideas before developing policy or changing provision?
- Is there a clear pathway between local forums, regional forums, the County Forum and the Council's decision-making arrangements?
- Is there a record of actions, responsibilities and feedback?
- Are the voices of children and young people at risk of being under-represented upon reaching the strategic structures?
- Can the Council show examples of decisions or priorities that have been influenced by this model?
- Can children and young people see that their contribution has made a difference?

Summary

This appendix confirms that the role of the Gwynedd Youth Forum is to act as a bridge between the voices of children and young people and Cyngor Gwynedd's strategic governance arrangements. The three streams of participation ensure that the voice of children and young people is gathered from different contexts; the Forum ensures that those voices are discussed and prioritised; and the link with elected members, management teams, services and committees ensures that those voices can influence decisions.

The proof of success is that the Voice of the Child is a routine part of the way the Council thinks, plans and makes decisions: from a local to a strategic level, and from listening to taking action and feeding back.

Cyngor Gwynedd

Appendix 6

Engagement Session with Gwynedd Children and Young People's Forum – June 2026

1. Purpose of the Session

An engagement session was held with representatives of the Gwynedd Children and Young People's Forum to understand their experiences of participation in schools and services, assess the strengths and weaknesses of the current arrangements, and gather views on what should be included in the Voice of the Child Strategy.

2. What does "Voice of the Child" mean to young people?

Participants were asked what the "voice of the child" meant to them. There was a clear consensus that it is a fundamental right to be heard and that their views are taken into account when making decisions that affect them. The link between the voice of the child and safety was also emphasised, with some young people noting that not being able to listen to children and young people can have a direct impact on their well-being and safety.

3. Main messages

- Children and young people have a right to be heard.
- Their opinions are important and relevant to decisions.
- Listening to children and young people is part of safeguarding and promoting well-being.
- Experiences of School Councils

There was considerable discussion on young people's experiences of school councils. While examples of good practice exist, the discussion highlighted a significant variation between schools.

The young people were positive about some recent developments, including greater representation by including representatives from all classes rather than just every year. However, a general concern was expressed that schools placed emphasis on the election of school councils at the beginning of the year but that the frequency, purpose and impact of the meetings declined over time.

4. Main challenges

- Lack of structure and clear purpose for some meetings.
- A feeling that some school councils are acting as a "tick-box" exercise.
- Lack of feedback on what has happened as a result of the pupils' comments.
- Lack of evidence of real influence on school decisions.
- Lack of awareness among some pupils about the role and work of the School Council.

There was a consensus that the main challenge was that young people did not always see evidence of change or action as a result of their contribution.

5. Representation and Fair Opportunity

The young people felt strongly that fair and consistent election and selection processes needed to be ensured.

Examples of effective practice were shared, including structured application processes where pupils explain their reasons for applying to be on the School Council and the change they would like to see. It was felt that this model placed more emphasis on commitment and leadership rather than on popularity.

At the same time, concerns were raised about situations where:

- Pupils are excluded because of previous behaviour.
- Processes depend entirely on a popularity vote.
- There is no consistent approach across schools.

The young people saw fairness and inclusion as key elements of any participation arrangements.

6. What makes an Effective School Council?

The session found that young people link an effective school council with four key elements:

- A real opportunity to influence decisions.
- Clear feedback on what has happened as a result of pupil contributions.
- Opportunities to take responsibility and lead.
- Clear structure and regular meetings with a clear purpose.

The young people stressed that giving only formal titles or roles is insufficient if the role does not come with practical responsibility or influence.

7. Priorities for the Future

The session also looked forward to future developments and highlighted a number of priorities:

a) Clearer Guidance for Schools
There was a strong consensus that not all schools understand how to operate an effective school council. The young people supported the development of clearer and more consistent guidance for schools and were keen to contribute to the formulation of those guidelines.

b) Strengthening Participation in Post-16 Education
A lack of equivalent structures within colleges was noted and a desire was expressed to see opportunities similar to school councils developed in post-16 education settings.

c) Learning from Good Practice in Primary Schools

The young people felt that many primary schools showed stronger participation practices than what is sometimes seen in secondary schools. It was suggested that this derived from smaller

communities, closer links between different groups of pupils and greater opportunities to see the direct impact of decisions.

8. How Did the Session Influence the Strategy?

The messages of this session had a direct influence on a number of elements of the Strategy, particularly:

- The emphasis on meaningful participation rather than symbolic participation.
- The commitment to providing feedback on what has changed as a result of the voices of children and young people.
- The emphasis on inclusion and fair representation.
- The need for participation structures with a clear purpose, influence and accountability.
- The expectation that services and schools will be able to demonstrate evidence of the impact of the voice of children and young people on decisions.

Voice of the Child Strategy Workshop - July 2026

1. Purpose of the Workshop:

A workshop was held with young people from across Gwynedd to discuss the draft Strategy and ensure it reflected what matters most to them. Rather than trying to approve a document that had already been completed, the young people were asked to challenge the content, identify gaps and propose changes that would ensure that the Strategy leads to real influence and impact.

The workshop focused on three areas:

- To change the principles of the Strategy into the language of young people.
- Define how a voice should move from experience to action.
- Develop a vision for future structures of youth representation.

2. Main Messages

A number of strong themes emerged across all the activities.

First, there was a clear consensus that mere gathering of opinions is not sufficient. The young people were eager to see their voice lead to noticeable and measurable change. They were clear that what builds trust is seeing decisions change as a result of their contribution.

Secondly, the importance of feedback was emphasised. There was a constant demand for clear information about what happened to their opinions, what was changed and why some suggestions could not be acted upon.

Thirdly, the young people wanted to ensure that participation was inclusive. They stressed the need to hear the voices of those who are less confident as well as those who are more willing to talk.

Fourthly, it was stressed that there needs to be clear pathways for raising issues and knowing who is responsible for listening, taking action and giving feedback.

Finally, a strong association was raised between being heard and well-being. The young people saw listening as part of creating safer, more supportive environments and helping to improve well-being.

3. Developing the Seven Pledges

One of the most important outcomes of the workshop was the work of the young people to redefine the principles of the Strategy in their own words.

It was from this work that the seven pledges at the heart of the Strategy were developed:

1. We have a right to be heard.
2. Our voice should influence, not just be collected.
3. Everyone should have a chance, not just the most confident.

4. The Council should say what it did with our opinions.
5. Our voice should reach decision-makers.
6. Adults should use methods that suit us.
7. Listening should keep us safer and improve well-being.

These pledges provide a clear summary of what matters most to the young people and are reflected throughout the whole Strategy.

4. How the Feedback Changed the Strategy

The table below shows how the contributions of the young people influenced the final Strategy.

What the young people said	Response in the Strategy
"Our voice should influence, not just be collected."	The emphasis on influence and decision-making was strengthened, making it clear that the aim is to achieve change and impact, not just engagement.
"The Council should say what it did with our opinions."	The sections on feedback, transparency and accountability were strengthened.
"Everyone should have a chance, not just the most confident."	Emphasis was added on inclusion and ensuring participation by children and young people at risk of under-representation.
"Our voice should reach decision-makers."	Governance arrangements have been developed that link young people's participation to the Council's decision-making processes.
"Adults should use methods that suit us."	The principle of using accessible, appropriate and appealing methods was strengthened for children and young people.
"Listening should keep us safer and improve well-being."	More emphasis was placed on the relationship between the voice of the child, well-being and safety.
"We need to see what's changed."	Monitoring and impact assessment arrangements have been added to measure and demonstrate change.

5. The Journey of the Voice: From Experience to Action

Participants were asked how a voice should move through the system of raising an issue to seeing change.

While the examples related to situations in schools, in communities and when using Council services, four common messages appeared in each example:

- Simple and accessible pathways are needed to raise concerns or ideas.
- Clarity is needed about who is listening and who is responsible for action.
- Timely updates and feedback are needed.
- Seeing evidence of change is essential to building trust.

These findings have informed the "Journey of the Voice" section of the final Strategy.

6. Young People's Cabinet

As part of the workshop, the young people developed their vision for a youth representation structure on a county level.

Among the key features suggested were:

- Wide representation of different areas and interests.
- Sharing responsibilities to reduce pressure on individuals.
- Clear roles such as Chair and Secretary.
- Regular meetings throughout the year.
- Focus on issues that are important to young people such as education, the environment, transport, well-being and economic opportunities.

These findings have contributed to the governance model and participation arrangements outlined in the Strategy.

Asesu'r Effaith ar Bobl Gwynedd

This document assesses what impact the policy, procedure, plan, etc. will have on the county's population and will be implemented based on a number of legislations.

- **Equality Act 2010**. It places a duty on public organisations to give due attention to the effect of any new (or amended) policy, procedure or plan, etc. on persons with protected characteristics. We are required to
  - eliminate discrimination, harassment and unlawful victimisation and other conduct that is prohibited by the Act.
  - promote equality of opportunity between people who share a relevant protected characteristic and those who do not.
  - foster good relations between people who share a protected characteristic and those who do not.

  In Wales, the specific duty identifies the need to undertake an impact assessment following specific guidelines to consider the effect that any changes in policy or procedure (or the creation of a new policy or procedure), will have on persons with protected equality characteristics. A timely assessment must be made before any decision is taken on any relevant change (i.e. that affects people with protected equality characteristics).

- **Socio-economic Duty.** Wales has implemented this further duty which is part of the Equality Act 2010 and places a duty to address socio-economic disadvantages in strategic decisions.

- **Welsh Language Standards (Section 44 of the Welsh Language Measure (Wales) 2011.** The Council is required to consider the impact that any change in policy or procedure (or the creation of a new policy or procedure), will have on opportunities for people to use the Welsh language and to ensure that the Welsh language is not treated less favourably than English. This document therefore ensures that these decisions safeguard and promote the use of the Welsh language.

- **Well-being of Future Generations Act 2015.** The Council has a duty to implement the five ways of working and to respond to the seven national well-being goals.

- **Armed Forces Act 2021.** Councils must give due attention to the impact of this proposal on those who serve or who have served in the Armed Forces, as well as their families.

Composite Impact Assessment – The Voice of the Child Strategy

Author: Gwern ap Rhisiart, Head of Education

Date: September 2026

STEP 1 – Main Aims and Objectives of the Policy or Practice

1. What kind of document or procedure is being assessed?

New policies, practices or procedures or ones being reviewed (involving a change in service provision or employment practices)

2. What are the aims, objectives and intended outcomes of the policy or practice?

The aim of the Voice of the Child Strategy is to establish a clear corporate framework to ensure that the rights, views and experiences of children and young people are systematically considered in the planning, delivery and evaluation of Cyngor Gwynedd's services. The Strategy aims to embed children's rights and meaningful participation in all aspects of decision-making, strengthen corporate accountability and ensure that children and young people can see clear evidence of how their views influence policies, services and decisions.

3. Who are the main consultative groups (stakeholders)?

- The children and young people of Gwynedd.
- Gwynedd Youth Forum.
- School Councils.
- Parents and carers.
- School governing bodies.
- Headteachers and senior school leaders.
- Cyngor Gwynedd Education Services.
- Cyngor Gwynedd Children's Services.

- Elected Members of Cyngor Gwynedd.
- Relevant partners who work with children and young people.

STEP 2 – Engagement Data and Assessing the Impact

4. Has there been an attempt to comply with the duty to engage in accordance with what is described above and has enough information been gathered to move forward?

The development of the Strategy has included a programme of engagement exercises with children and young people to ensure that the content of the Strategy reflects the needs, experiences and priorities of those who will be affected. This engagement work was used to test and challenge the draft Strategy, identify areas to strengthen and ensure that the views of children and young people directly influence the content of the final document. The seven promises at the heart of the Strategy have been informed by messages and priorities raised by young people during this process.

The Strategy also recognises the need to ensure inclusive and representative participation, paying particular attention to children and young people who are at risk of under-representation or who face barriers to participation. The evidence gathered through the development process has helped shape the principles, governance arrangements and priorities of the Strategy.

Together, these engagement activities have provided a robust, balanced and relevant evidence base, which demonstrates overall support for the Strategy's vision and enables the Council to confidently move forward with its implementation.

Details of the engagement. Please note any consultation or engagement you have undertaken or intend to undertake.

Action	Dates	Information
Engagement session with the Gwynedd Children and Young People's Forum	June 2026	An engagement session was held with representatives of the Gwynedd Children and Young People's Forum in order to understand their experiences of participation in schools and services, assess the strengths and weaknesses of the current arrangements, and gather views on what should be included in the Voice of the Child Strategy.
Workshop on The Voice of the Child Strategy	July 2026	A workshop was held with young people from across Gwynedd to discuss the draft Strategy and ensure it reflects what matters most to them. Rather than trying to approve a document that had already been completed, the young people were asked to challenge the content, identify gaps and propose changes that would ensure that the Strategy leads to real influence and impact. This feedback was used to strengthen the final Strategy and produce the seven core pledges.

5. What information is available about the impact on each of the following characteristics and topics?

	Relevant Evidence, Information and Data	**Potential Positive and/or Negative Impact**
Race	The Strategy adopts the principles of inclusion and non-discrimination, ensuring that all children and young people have an equal opportunity to be heard regardless of their ethnic or cultural background. The Strategy emphasises the need to reach children who are at risk of under-representation and remove barriers to participation. Gwynedd schools have relevant policies in place to protect individuals from any discrimination based on race, such as Equality, Inclusion and Anti-bullying Policies. The Anti-bullying Policy provided by Cyngor Gwynedd sets out anti-bullying guidelines and procedures based on factors such as race in the school. All schools have their own anti-bullying policies to safeguard children with certain equality characteristics. In addition, the Equality policy implemented by Gwynedd primary schools states that the schools "... oppose all forms of prejudice and	Positive Impact

	discrimination and recognise that pupils have different needs, requirements and objectives."	
Disability	The Strategy specifically states that methods of communication and engagement are adapted to meet the child's needs rather than expecting the child to adapt to the service's arrangements. This includes children with additional learning needs, disabilities and children who use alternative means of communication We will continue to implement the requirements of the Additional Learning Needs and Education Tribunal (Wales) Act 2018, as well as the Additional Learning Needs and Inclusion Strategy. The aim of the ALN&I Strategy is to ensure that children and young people (aged 0-25) who have additional learning needs benefit from education and training opportunities and experiences that have been appropriately planned for them, to enable them to progress and achieve their potential in education settings that are suitable for their needs.	Positive Impact
Gender	The Strategy will ensure that participation opportunities are equally available to children and young people of all genders and that their views are taken into account when making decisions that affect them.	Positive Impact
Age	The Strategy has been specifically designed to promote the rights, voice and participation of children and young people. It strengthens opportunities for children and young people to	Positive Impact

	influence decisions that affect their lives and services.	
Religion and Belief	The Strategy promotes inclusive participation and ensures that all children have the opportunity to contribute regardless of their belief or religious background. Gwynedd schools have relevant policies in place to protect individuals from any discrimination based on race, such as Equality, Inclusion and Anti-bullying Policies. The Anti-bullying Policy provided by Cyngor Gwynedd sets out anti-bullying guidelines and procedures based on factors such as race in the school. All schools have their own anti-bullying policies in order to safeguard children with certain equality characteristics. In addition, the Equality policy implemented by Gwynedd primary schools states that the schools "... oppose all forms of prejudice and discrimination and recognise that pupils have different needs, requirements and objectives."	Positive Impact
Sexual Orientation	The Strategy will support an inclusive participation approach that enables all children and young people to be heard and contribute in a safe and respectful way. Relationships and Sexuality Education (RSE) is a statutory requirement in the Curriculum for Wales framework and is published under section 71 of the Curriculum and Assessment (Wales) Act 2021 and is mandatory for all learners between the ages of 3 and 16. RSE has a positive	Positive Impact

	and empowering role to play in learners' education and is essential to forming and maintaining a range of relationships, all based on mutual trust and respect, which is at the core of relationships and sexuality education. These relationships are critical to developing emotional well-being, resilience, and empathy. An understanding of sexuality with an emphasis on rights, health, equality and equity empowers learners to understand themselves, take responsibility for their own decisions and behaviours and form relationships.	
Gender reassignment	The Strategy will support an inclusive participation approach that enables all children and young people to be heard and contribute in a safe and respectful way. The Equality policy implemented by Gwynedd schools states that the schools "... oppose all forms of prejudice and discrimination and recognise that pupils have different needs, requirements and objectives."	Positive Impact
Marriage and Civil Partnership		Premature to identify any impact
Pregnancy and Maternity		Premature to identify any impact
The Welsh Language	The Strategy supports Cyngor Gwynedd's vision of promoting the Welsh language as the natural language of services and engagement. Opportunities for participation, feedback and communication will be available through the medium of Welsh and English, ensuring the right of children and young people to contribute in	Positive Impact

	their chosen language. An accessible version of the Strategy will be available to children and young people.	
Socio-economic Considerations	The Strategy aims to ensure that every child's voice is heard, including those at risk of under-representation or who are facing economic and social barriers. This helps the Council to understand the impact of inequalities on children and young people and to respond more effectively when developing services.	Positive Impact
Those Who Serve or Who Have Served in the Armed Forces, As Well As Their Families	Our vision is to have a fair education system that meets the needs of all our learners and ensures that every individual learner reaches their full potential.	Positive Impact
Human Rights	The Strategy is rooted in Article 12 of the United Nations Convention on the Rights of the Child and promotes children's rights as a central principle in decision-making. The Strategy strengthens children and young people's ability to be heard and influence decisions that affect them.	Positive Impact

6. Are there any data or information gaps, and if so, what are they and how do you intend to address them?

There are no gaps that would prevent us from adopting the Strategy. The implementation of the Strategy will include the development of further monitoring and evaluation arrangements in order to strengthen the evidence base regarding the impact of the Strategy on children and young people's experiences and their influence on the Council's decisions. This information will inform future reviews and improvements.

7. When considering other key decisions that affect these groups, is there an increasing impact (cumulative impact)?

No cumulative negative impact was identified. Rather, the Strategy is expected to complement and strengthen the Council's other policies and strategies relating to children's rights, participation, well-being, safeguarding, Education and Children's Services. The Strategy will contribute to strengthening existing arrangements across the Council, ensuring a more consistent and coherent approach to listening to children and young people and using their views in the planning and provision of services.

8. What does the proposal include to show that you have given due regard to the Public Sector Equality Duty (to promote equality of opportunity; help eliminate discrimination, harassment or unlawful victimisation and foster good relationships and wider community cohesion) as covered by the 3 aims of the General Duty in the Equality Act 2010?

The Strategy promotes equal opportunities by ensuring that all children and young people have the opportunity to be heard and participate in decisions that affect them. The Strategy contains specific principles relating to meaningful participation, inclusion and non-discrimination, and emphasises the need to make additional efforts to reach children and young people who are at risk of under-representation or who face barriers to participation. This will help to promote equality, reduce barriers and ensure that the Council's services reflect the experiences of a wide range of children and young people.

9. How does the proposal show that due regard has been given to the need to address inequality due to socio-economic disadvantage? (Note that this relates to closing inequality gaps, rather than just improving outcomes for everyone.)

The Strategy recognises that not all children and young people experience equal opportunities for participation and that some groups are at greater risk of being under-represented. The Strategy commits the Council to adopting inclusive and accessible approaches that enable children and young people from all backgrounds to contribute to decision-making. By ensuring that the views of children facing socio-economic challenges are heard and used in service planning, the Strategy will assist the Council in better understanding and responding to inequalities and barriers that are affecting their lives.

10. How does the proposal demonstrate action in accordance with the requirements of the Welsh Language Standards (Welsh Language (Wales) Measure 2011), to not treat the Welsh language less favourably than English, and to ensure opportunities for people to use Welsh? Also, how does the proposal operate in accordance with the requirements of the Council's Welsh Language Strategy and Policy to take advantage of every opportunity to promote the Welsh language (beyond providing bilingual services) and increase opportunities to use and learn the language in the community?

The Strategy supports Cyngor Gwynedd's aim of promoting the Welsh language as the natural language of the Council's work and services. Participation, consultation and feedback arrangements will be carried out in a way that enables children and young people to contribute through the medium of Welsh or English according to their preference. There will be opportunities for children and young people to use the Welsh language when discussing issues that affect them, strengthening the natural use of the language as part of the community and democratic life of the county.

11. How does this proposal meet the requirements of the Well-being of Future Generations Act by implementing the five ways of working, and respond to the seven national well-being goals, including creating a More Equal Wales?

Well-being Goals:

A prosperous Wales - The Strategy will help ensure that services and policies reflect the needs and priorities of children and young people, contributing to the long-term development of individuals and communities.

A resilient Wales - Listening to children and young people will enhance the Council's ability to understand and plan for the long-term needs of communities.

A healthier Wales - The Strategy strengthens opportunities for children and young people to contribute to discussions about their well-being, safety and the services that affect their health and well-being.

A more equal Wales - The Strategy places a strong emphasis on inclusion, equity and ensuring that all children have an equal opportunity to be heard.

A Wales of cohesive communities - The Strategy will promote active participation in schools, communities and public services, strengthening a sense of belonging and civic engagement.

A Wales of vibrant culture where the Welsh language thrives - The Strategy will support opportunities for children and young people to use the Welsh language when involved in participation and decision-making processes.

A globally responsible Wales - The Strategy reflects the Council's commitment to children's rights and international standards set out in the United Nations Convention on the Rights of the Child.

5 ways of working:

Long-term - The Strategy establishes sustainable arrangements for embedding children's voice in the Council's processes.

Prevention - Understanding children and young people's experiences earlier will enable the Council to identify problems and act proactively.

Integration - The Strategy integrates children's rights and participation across the Council's various services and functions.

Collaboration - The Strategy has been developed with the contribution of children and young people and promotes partnership working between services, schools, communities and young people.

Involvement - The involvement of children and young people is at the heart of the Strategy and its implementation arrangements.

STEP 3 – Procurement and Partnerships

12. Will this policy or practice be carried out wholly or partly by contractors or in partnership with another organisation(s)?

No.

What action will be taken to comply with the General Equality Duty, Human Rights and Welsh language legislation and the Socio-Economic Duty in relation to procurement and/or partnerships?

Procurement:

Implementation of the Strategy is not dependent on any specific procurement arrangements at this time. If any procurement activity arises in the future in relation to implementing the Strategy, the requirements of the Equality Act 2010, Human Rights, the Welsh Language Standards and the Socio-Economic Duty will be considered as part of the Council's relevant procurement processes. Any providers will be expected to act in a manner that supports the principles of equality, inclusion and children's rights that are contained in the Strategy.

Partnership:

The Strategy will be implemented by working jointly with the Council's services, schools, governing bodies, the Gwynedd Youth Forum, the Young People's Cabinet and relevant partners who work with children and young people. These partners will be expected to act in a manner that aligns with the principles of the Strategy, promoting equality, children's rights, inclusive participation and the use of the Welsh language where appropriate. Engagement and participation arrangements will aim to ensure that all children and young people, including those at risk of under-representation, have an equal opportunity to be heard and influence the decisions that affect them.

STEP 4 – Dealing with Negative or Unlawful Impact and Strengthening the Policy or Practice

13. When considering proportionality, does the policy or practice have a significantly positive or negative impact or create unequal outcomes?

Significant Positive Impact: The Strategy is expected to have a significant positive impact on children and young people by strengthening their rights to be heard, improving their involvement in decisions that affect them, and ensuring that the Council's services respond better to their needs and experiences. The Strategy will also strengthen inclusion, accountability and transparency across the Council.

Significant Negative Impact: No significant negative impact was identified.

14. Any intentional negative impact and why it is believed there is justification for acting in this way should be explained (for example, on the grounds of improving equal opportunities or developing good relationships between those who share a protected characteristic and those who do not or because of objective justification or positive action)

We did not identify any negative impact arising from the Voice of the Child Strategy.

15. Will any of the negative impacts identified count as unlawful but unavoidable discrimination (e.g. funding reduction)?

No. We did not identify any negative impacts arising from the Strategy that would count as unlawful discrimination under the Equality Act 2010.

16. What other measures or changes could be included to strengthen or change the policy/practice to demonstrate that due regard has been given to equal opportunity; helping to eliminate unlawful discrimination, harassment, or victimisation; and fostering good relations and wider community cohesion; as covered by an improvement aim of the General Duty of the Equality Act 2010?

No additional measures have been identified at this time that are deemed necessary to further strengthen the Strategy in relation to the General Duty of the Equality Act 2010. The Strategy already includes strong principles that promote meaningful participation, inclusion, equity and non-discrimination, along with a commitment to ensuring that all children and young people, including those at risk of under-representation, have an equal opportunity to be heard and influence decisions that affect them.

17. What other measures or changes could be included to strengthen or change the policy/practice to demonstrate that due regard has been given to the need to reduce inequality of outcomes as a result of socio-economic disadvantage?

No additional measures have been identified at this time that are deemed necessary to further strengthen the Strategy. The Strategy already includes strong principles that promote meaningful participation, inclusion, equity and non-discrimination, along with a commitment to ensuring that all children and young people, including those at risk of under-representation, have an equal opportunity to be heard and influence decisions that affect them.

18. What other measures or changes could be included to strengthen or change the policy/practice to demonstrate that due regard has been given to the need to increase opportunities for people to use the Welsh language and to not treat the Welsh language less favourably than the English language, in accordance with the Welsh Language (Wales) Measure 2011 and to reduce or prevent any adverse effects that the policy/practice may have on the Welsh language?

No additional measures have been identified at this time that we believe are necessary to further strengthen the Strategy in relation to the Welsh language. The Strategy already supports the principles of Welsh Language Standards by ensuring that participation, engagement and feedback arrangements enable children and young people to contribute and express their views in Welsh or English as they choose. The Strategy also commits to providing information and feedback in accessible ways, including producing an accessible version for children and young people.

19. Is there enough information to make a balanced judgement and move forward?

Yes

STEP 5 – Decision to Proceed

20. Considering the information gathered in Steps 1–4 above, is it possible to move forward with the policy or practice or not, and if so, on what basis? Choice of:

Continuing with the policy or practice in its current form.

STEP 6 – Actions and Arrangements for Monitoring Outcomes and Reviewing Data

The impact assessment process is ongoing and does not end when the policy/practice and impact assessment have been agreed and implemented. There is a specific legal duty to monitor the impact of policies/practices on equality on an ongoing basis to identify whether the outcomes have changed since you introduced or amended this new policy or practice. If you do not have the relevant data, you should be taking action to correct this in your action plan. To see the EHRC guidance on data collection you can review their Measurement Framework

21. What actions identified in Steps 1-5 or any additional data collection work would help to monitor the policy/practice when implemented:

Action	**Timetable**	**Lead Responsibility**
Develop a corporate Action Plan for implementing the Strategy	**Within 6 months of adoption**	Head of Education
Establish corporate monitoring and reporting arrangements	**Annually**	Head of Education
Gather feedback from children and young people on the impact of the Strategy	**Annually**	Head of Education
Report on the progress and implementation of the Strategy through relevant governance arrangements	**Annually**	Head of Education

22. What arrangements to monitor and review the ongoing impact of this policy or practice will be implemented, including timelines for when it should be formally reviewed:

Monitoring and Reviewing Arrangements (including where outcomes will be recorded)	**Timetable and Frequency**	**Lead Responsibility**
Monitor the implementation of the Action Plan	Quarterly	Head of Education
Progress report on the implementation of the Strategy	Annually	Head of Education
Evaluate evidence of the impact of children and young people's participation	Annually	Head of Education
Review of the Strategy	Every 5 years	Head of Education

CYNGOR GWYNEDD - Report to Cyngor Gwynedd Cabinet

Title of Item:	Strategic Equality Plan 2024-28, Annual Report 2025-26
Cabinet Member:	Councillor Llio Owen, Cabinet Member for Corporate Support
Relevant officer:	Gwenno M Griffith, Equality Officer
Date of meeting:	13 October 2026

1. Decision Sought:

The Cabinet is requested to note the content and approve the 2025-26 Annual Report and the 2024-28 Equality Plan.

2. The reason why the Cabinet needs to make a decision:

Reporting annually on the progress made on the Strategic Equality Plan is a duty in accordance with the 2010 Equality Act as implemented in Wales. It is also good practice within the Council for the Cabinet to be aware of the progress.

3. Introduction and Rationale

3.1 Background/Introduction

The intention of the Annual Report is to note the progress made in relation to the Action Plan for the 5 Equality Objectives that were worked on during 2025-26, as noted in the Council's Strategic Equality Plan 2024-28. The Cabinet is requested to approve this progress.

3.2 Rationale and justification for recommending the decision

The purpose of the Strategic Equality Plan is to reduce inequality between people with protected characteristics and people without those characteristics in accordance with our duty under the Equality Act 2010. The Ensuring Fairness for All Project (namely the Equality Plan) has been identified as one of the priority projects within the Council Plan by the Cabinet. It fulfils the need in the Well-being of Future Generations Act to ensure "a more equal Wales" and complies with the 5 sustainable ways of working by looking to the future, preventing discrimination, including our staff and the public, promoting fairness and working collaboratively across the Council and with the public.

This is the second Annual Report for the 2024-28 Equality Plan, and it reports against the 5 objectives noted in it. It can be noted that the vast majority of the work earmarked for the first year has been achieved.

The report also includes additional details in accordance with the guidelines of the Equality Act 2010 as it is implemented in Wales, including a report on our workforce's equality characteristics.

An Impact Assessment on the Equality Characteristics, the Welsh Language and Socio-economic Deprivation had been prepared for the 2024-28 Strategic Equality Plan, and no reason was identified for it to be changed during this inaugural year.

3.3 Next steps

The work will progress next year in order to complete the action points noted.

4. Observations of the Statutory Officers

4.1 Chief Finance Officer

I am satisfied that approving the Annual Report of the Equality Plan will not create additional spending commitments. I support the report, and I do not have further comments from the perspective of financial propriety

4.2 Monitoring Officer

I welcome this Annual Report on performance against a duty with is relevant to all the Council's activities

List of Appendices

Annual Report 2025-26, Strategic Equality Plan 2024-28
Employment Information 2025-26

List of Background Documents

Strategic Equality Plan 2024-28

Cyngor Gwynedd Equality Annual Report 2025/26

Foreword

I am very proud to be able to present the 2025-26 Annual Review for Cyngor Gwynedd's Strategic Equality Plan 2024-28, which is the second report from this Plan.
I am pleased to say that the majority of the action points within the Objectives have been completed within the Plan period.

It is my pleasure to state that the Council Staff Equality Forum continues to develop and meets regularly and identifies important matters within the workplace. Work has also progressed on the creation of an equality data dashboard, which serves as a portal for all equality data we have, so that it can be shared with staff.
In addition, the Equality Training Framework has progressed with a clear action plan and additional titles on specific fields.
I am also glad to say that since the new equality impact assessment template has been in place, Equality officers have commenced the work of promoting and raising awareness.

In addition to these objectives, the Plan also looks at different services, including museums. I am happy to say that a lot of work has been done by this service during the year by using alternative methods to secure a better experience for the Gwynedd public.

I now look forward to seeing this progress continuing over the remainder of the Strategic Equality Plan period, up to 2028.

Introduction

In March 2024, the Council published the 'Cyngor Gwynedd Strategic Equality Plan 2024-28', to continue with the work of ensuring fairness for all. This fulfils public sector duties under the Equality Act 2010 as implemented in Wales.

The Act has been designed to reduce inequalities between specific groups by asking public bodies to give due attention to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- promote equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

The Plan looks at fairness in terms of nine protected characteristics, i.e.:

- Age
- Gender reassignment
- Sex
- Race (including ethnic or national origin, colour or nationality)
- Disability
- Pregnancy and maternity
- Sexual orientation
- Religion or belief - including a lack of belief
- Marriage and civil partnership
  (Equality Act 2010)

The 2010 Equality Act has also included the Socio-Economic Duty since 2021. The expectation is for public bodies to take socio-economic disadvantage into account when making strategic decisions.

This Plan describes the work that will be a priority for the Council in the equality field for the four years in question (2024-28), which has been divided into five objectives, namely:

- Objective 1: **Employment - Acting to improve equality in the workplace**
- Objective 2: **Information - Improving our data about people with equality characteristics**
- Objective 3: **Systems - Ensuring that the Council is an anti-discriminatory organisation, by improving our internal systems**
- Objective 4: **Services - Ensuring equality within our day-to-day work**
- Objective 5: **Schools - Improving equality within education**

One of these objectives, namely Objective 1, refers to employment and includes actions on the pay gap, as required by the specific duty.

The specific duty also requires us to have objectives on each protected characteristic. Our decision has been to produce thematic objectives, and every objective works towards equality for each of the protected characteristics. This reduces duplication and makes it easier to identify factors that come from a cross-section (i.e., the extra barriers that people with more than one specific characteristic face).

In this report we outline, per objective, the action points we have committed to in our Strategic Equality Plan, how the objectives respond to the requirements of the act, and the difference that we intend to make by the end of the Equality Plan 2024-2028 period.

Objective 1: Employment: Acting to improve equality in the workplace

Relevant actions for the year:

1.1 Establish a staff forum(s) to discuss equality issues, so that our employees can contribute to the equality field within the Council.

1.3 Set the aim of working towards being a leading employer in this field, including addressing the following matters:

- To not include unnecessary requirements in our job descriptions when advertising jobs to give as many people as possible the opportunity to apply.
- How and where we advertise jobs.
- Our image as an employer in our communities - be proactive when trying to attract people from every part of a community to work for Cyngor Gwynedd.

1.4 Continue to take steps to fully develop the awareness of managers and staff of this field, including equality, inclusion, neurodiversity, sexual harassment, respect and dignity in the workplace.

1.6 Hold an annual pay gap audit and consider what steps to take to try and close the gap. Reach a situation where we can also hold a pay gap audit on the grounds of disability and race.

What have we done

Objective 1 relates to improving equality in the workplace, to benefit our staff and job applicants, ensuring that the Council is an equal opportunities employer. One of our main priorities for the first year of the Plan was to come to understand the perspective of staff and receive their feedback in relation to equality matters, by establishing a Staff Equality Forum. By now, many meetings have been held, and the group meets regularly every quarter to discuss workplace-related matters. On-going work is being done to secure support for the group and get attendees and discussion items in place and develop the group. After establishing this group, further developments have been made in the field and another staff forum, namely the minority ethnic forum, has now been formally established. It provides a structured platform to represent the experiences and voices of minority ethnic communities across Gwynedd, Anglesey and Conwy. Further conversations will be held during the next operational year on the ongoing development of the Equality Staff Forum, with officers re-advertising it, and holding conversations on any other staff forum, as required.

Much of the work around being a leading employer falls within the scope of the Council's Workforce Planning work programme, which looks at all elements of the process of recruiting and appointing staff. The milestone associated with this project has slipped into 2026-27 due to capacity challenges, but with work done to draw-up a draft strategic plan that will set the direction in order to move forward, led by a cross-departmental group of officers. Furthermore, the Human Resources Advisory Committee has been collaborating with some services over the year in order to identify key jobs and analyse the profile of the teams' workforces and to identify the potential risks to staffing levels and skills needs. These feed into the action plans of those services, and there will be a need to formalise arrangements moving forward, rectifying and expanding arrangements across the Council.

Further to the work involved with being a leading employer, we continue to take steps to develop the awareness of managers and staff of this field in full, including equality, inclusion and so forth. As a part of this, an amended Whistleblowing Policy has been adopted by the Council this year, which also includes sexual harassment as grounds for reporting through whistleblowing.
This ensures the ability to be able to share serious concerns about malpractice in a safe and confidential way and promote transparency and accountability. It also provides legal protection to individuals in accordance with the Employment Rights Act (2025)

There is also a specific duty for the Council to publish statistics of our workforces' equality characteristics annually, including the gender pay gap, investigate and consider what steps can be taken to close the gap. We have established arrangements and systems which allow us to conduct a timely audit every year, based on gender in the first instance. The Payroll Unit is working on the core data to report a gender pay gap figure for March 2025. The Council is looking at being able to strengthen the data when moving to the new payroll and HR system over the coming year.

No pay review has taken place during the past year (2025-26) and it will slip to the next operational year. The Council will look to commission an independent advisor to carry out the work.

How do the objectives respond to the requirements of the Act?

We look at our progress against the three elements of the duty, as well as consider socio-economic deprivation as noted at the beginning of the report, to measure the success of the objectives and how it responds to the specific requirements.

Continuing to develop the equality forum for staff is an important element in responding to the need to promote equal opportunities between people with a relevant protected characteristic and those without such characteristics, encouraging them to participate in the workplace's public life. Bringing people who share different characteristics together creates and strengthens their connections and provides an equal opportunity to report back to the Council on equality matters and fostering a good relationship.

By looking at planning our workplace for the future, we consider many aspects within the employment field. For example, the project looks at reviewing job requirements, being proactive in attracting diversity to the workplace, understanding the barriers that applicants face and our recruitment processes in general. By drawing up a draft strategic plan that will set a long-term operational direction, the work as a whole will respond to the requirements of the three goals above to ensure fairness for staff and applicants. It will also address the consideration of socio-economic deprivation by seeking to support people into work and at work.

Holding a pay gap survey, and considering what steps to take to try and close the gap, also responds to the requirements by letting us look at any systematic indirect discrimination and ensures that how to close the gap is an ongoing discussion. This review works towards the objective of promoting equal opportunities between people with a relevant protected characteristic, namely gender, and particularly considers reducing the socio-economic disadvantage gap. By monitoring the pay gap, it ensures that we can identify and seek to respond to any socio-economic disadvantage.

What difference do we expect to make by the end of the Equality Plan 2024-2028 period?

We have started to establish steps where staff are able to take part and offer ideas on how Cyngor Gwynedd as an employer can improve things for people with equality characteristics. We also ensure that they understand other needs by providing training on specific characteristics. We are taking practical steps to develop our image as an employer for people with equality characteristics, and aim, in the long-term, to be innovative in the field. We will also ensure that our managers and staff have access to information to support them when dealing with employment matters that are associated with the field.

Objective 2: Information - Improving our data about people with equality characteristics

Relevant actions for the year:

2.1 Update our engagement procedure to avoid duplication, by creating a better way of working and sharing results. Also strengthen diversity within the Citizens Panel.

2.2 Create an easier and more accessible system of storing our equality data. The aim is to make it easier to use when amending policies and creating plans.

2.3 Improve and update the data we have on Gwynedd in the Equality in North Wales document, filling in any gaps if possible.

2.4 Identify any gaps in the information we collect about the users of care services and then work to fill them. This will ensure that we collect data that is as complete as possible.

What have we done

Objective 2 specifically looks at data and how, as a Council, we could improve our data about people with equality characteristics. By now, an Engagement Officer has been appointed after a period when the post has been vacant, and therefore work has been able to move ahead within this objective. Work has been done arrange having a cross-departmental Engagement Group, in order to avoid work duplication and being able to share results and good practice, has moved on. However, unfortunately, after a trial period, it was realised that the Group has not achieved it purpose. Therefore, a decision was made to end the Group. This allows for the commencement of new arrangements, which is to attend a Forward Programme meeting, which identifies the consultations on matters that are put before committee. The Engagement Officer will establish a network of staff

across the Council's services, in order to meet regularly with them to discuss potential engagement work. Planning for this has commenced with the Engagement Officer making enquiries and arrangements, and will discuss this on individual consultation level with relevant officers, moving forward.

To strengthen diversity within the Citizens Panel, the current analysis of the Panel's membership has been updated, in order to to understand what needs to be improved. Work to check the Panel's membership was completed in 2025, but instead of increasing the Panel's membership, further consideration is being given to establish a 'panel' separately by means of the Council's Equality Core Group, in order to be able to engage with them regarding consultations.

The work of developing a data dashboard was commenced in order to improve and update the data we have on Gwynedd, creating an easier and more accessible procedure for keeping our equality data, work has commenced on developing a data dashboard. This includes creating a portal for all equality data we have, starting on using the information from the last census and equality information reports, which are already available.

A core dashboard has already been created, but not yet live, and development work will continue in the long-term, through the period of the Strategic Plan. The information will be used to steer Equality Impact Assessments and other work, ensuring that decisions are based on robust evidence. This will enable the Council to ensure that our policies and procedures will be fair for all and see what needs improving.

The next action point looks specifically at the care field, including identifying any gaps in the information that we gather about the users of care services and the work to fill them.
This will ensure that we are gathering data as comprehensively as possible and ensure that we have a suitable recording system to be able to identify equality characteristics to ensure that our services are accessible and anti-discriminatory. A tender has been awarded for a new system to store service user data with an action plan progressing to plan the system and migrate from the current system. The new system is in the process of being developed to replace the current system against the next operational year. In addition, the service has held discussions with our social workers to identify barriers when asking and receiving information on the protected characteristics of those receiving a service. Discussions have been held on this as a part of the work to look at forms, but there is a need for further conversations on a whole-service level in order to be able to decide on the most suitable way of discovering this information. Discussions have also been held more broadly across Care services to understand the best way of recording the information, with the intention of re-looking at the forms as a whole with the development of the new social care system. By now, the decision has been made to wait for further specialist guidance and therefore the work will continue in the next operational year, to coincide with the introduction of the new system and adapting the case review forms, which will include questions on equality characteristics.

How do the objectives respond to the requirements of the act?

We look at our progress against the three elements of the duty, as well as consider socio-economic deprivation as noted at the beginning of the report, to measure the success of the objectives and how it responds to the specific requirements.

When responding to the requirements of the act, this objective makes a substantial contribution by focusing on improving the quality, accessibility and consistency of equality data across the Council, enabling us to assess progress against the three elements of the duty as well as considering socio-economic deprivation, by identifying the barriers that exist and where attention is required.

In addition, the work of updating the analysis of the Citizens Panel membership and considering establishing further contact with the Equality Core Group contributes to promoting equal opportunities and fostering good relationships, by ensuring that various voices are being represented in consultations. The focus is on strengthening diversity and ensuring more inclusive methods, reflecting a commitment to note and address any gaps in representation or participation which responds to every element of the duty.

Developing an equality data dashboard is a key step which responds to the requirements of the specific duties by improving the way that key information is collected, organised and used. By creating a central portal to capture data, the Council strengthens its ability to note trends, assess the impact of policies and make evidence-based decisions. The dashboard will support Equality Impact Assessments and enable the Council to identify any fields where individuals with protected characteristics could experience disadvantage or discrimination, including any links socio-economic disadvantage, as this will be something that will be added to the dashboard. It will be possible to look at the link between equality characteristics and socio-economic disadvantage on a deeper level.

The work in the care field shows a further commitment to ensuring that data about service users is complete and accurate, enabling the Council to ensure credibility and fairness in the provision. This will contribute towards preventing discrimination, harassment and unlawful victimisation in the long-term. The process of developing a new social care system, as well as discussions with social workers to understand barriers when collecting information on protected characteristics, contributing to improving the quality of data and ensuring that services are anti-discriminatory.

What difference do we expect to make by the end of the Equality Plan 2024-2028 period?

We intend to improve the date we have in order to use it when creating or amending a policy or ways of working and to provide a better service to the people of Gwynedd. We will also ensure that we obtain suitable input from people with protected characteristics without overwhelming them by questioning them often. It is important to have an overview and a clear understanding of the main problems facing people with different protected characteristics.

Objective 3: Systems: Ensuring that the Council is an anti-discriminatory organisation, by improving our internal systems

Relevant actions for the year:

3.1 Continue with the training framework to give our staff the resources and confidence on all levels within the Council to respect diversity and deal with a range of needs suitably. Ensure that the training framework is extended to include a variety of equality characteristics / broad topics.

3.2 Raise Council staff awareness of the new Equality Impact Assessment procedure and provide support, information and training to ensure the quality of work.

3.3 Make our website more accessible by creating an action plan and acting on it. This will include working towards getting rid of the use of PDF documents.

3.4 Continue to work to reduce Violence against Women, Domestic Abuse and Sexual Violence.

What have we done

Objective 3 looks at equality within the council's internal systems and how we can continue to be an anti-discriminatory organisation. The first action point looks at internal training systems for our staff. A dashboard has been created, and is now live, which gives Heads of Department a live picture of the number of staff who have completed mandatory training, including the equality training.

The percentage of individuals who have completed the Equality title since March 2025 has increased from 35.5% to 62.8%. This follows encouragement to all Council staff to complete mandatory training titles. This encouragement continues as a result of appointing a new officer within the service, where the Corporate Safeguarding Promoter will encourage staff across the departments to complete mandatory training and support staff who face any barriers when doing so.

Work will continue throughout the period of the plan to ensure that staff members complete the training.

We are also reviewing the content of the training programme regularly to include courses on a variety of equality characteristics. This work is continuous, working towards being a leading authority in this field. During this operating year, the Council has identified priority areas from the Welsh Government, namely anti-racism, LGBTQ+ and disability, and a plan has been prepared to arrange sessions in these core fields.

The LGBTQ+ training will continue to be offered to managers and staff, and 9 sessions have been arranged during the operational year in question, 7 for all Council staff and 2 for Elected Members, with very positive feedback on how the session increases staff confidence and awareness. These sessions continue for the next operational year, with some dates already determined.

During the operational year, work on the rest of the training framework was ongoing, with the Equality Officer working with the Learning and Development Team to create adverts and a brief to identify providers for Disability training and Anti-racism training. By now, an external provider has been identified to run the pilot session for the Disability training, with the intention of offering a series of sessions, available to all staff and managers, if successful. Two dates were determined for running the pilot session within the operational year, but unfortunately, both events had to be

rearranged due to circumstances that were out of the Council's control. By now, another date has been determined for May 2026.

A specification was also sent out, through the procurement process, to procure Anti-racism training. By now, we have decided to look again through our existing contacts so that we can identify providers. However, during March, Gofal Cymru added an E-learning Anti-racism course on our intranet for all staff members in the meantime.

In addition, 2 Unconscious Bias sessions were held, which is important to enable staff to identify and avoid automatic assumptions that can lead to unequal treatment. Once again, these were open to all, including managers.

There is no specific training for managers developed to date, but every training course within the framework are open to them. However, to further support Managers on this, further information and resources are available to them on the Equality and Diversity Leadership and Management Hub.

The Council is also continuing with the Women in Leadership developmental sessions with another group commencing in September 2025.
The second action point for this year is specifically about our equality impact assessment process, which is to create a new system, promote it and ensure support for staff to complete the assessments effectively. Equality officers have been working on raising staff awareness on all levels in the Council of the new Equality Impact Assessment, providing support and information to ensure the standard of the work. Further to the support being provided continuously on a one-to-one level, the equality officers have started to visit departments to present information to the management teams and some sub-teams, with more arranged for the next operational year. The session provides background information on equality, before focusing on impact assessments and displaying the new digital procedure. The service has also been able to make changes on the impact assessment system, based on feedback, when needed, to ensure understanding and further support.

Continuing to look at our internal systems, the next action point looks at accessibility and how to make our website more accessible over the plan period. As part of this work, a temporary Accessibility Officer has been appointed on a 12-month contract in January 2025. Following this, work has progressed to redesign the website's homepage to get rid of several accessibility problems identified, and to look more specifically at the accessibility of PDF documents. This includes many elements that are still in progress, such as approving the design and looking at user testing. During the next operational year, adaptations will be made following user testing to build the final page on the live website. The hope is that this work will be completed, with the website live, by the end of the next operational year. As a second part to the action point, new content has been created on the website to be more accessible and we have managed to get rid of around 1,000 PDF documents, by creating new documents or deleting them completely as they were no longer relevant.

Looking at our internal arrangements, the final action step looks at our White Ribbon plan which has already been part of the council's strategic plans and has been transferred from the Equality Plan 2020-24 to allow us to continue working to reduce Violence against Women, Domestic Abuse and Sexual Violence. Work from last year continues to encourage staff to complete safeguarding training to ensure that they have an understanding and awareness of the safeguarding arrangements. The training is promoted as one that needs to be completed as a part of the work of promoting training courses in general by the Organisational Learning and Development Service. Having appointed a Corporate Safeguarding Promoter, the work is progressing to encourage more staff to complete the

Safeguarding training, with the figure raising to 75.6%. Four departments have been identified with lower figures than other departments and identifying the barriers to getting front-line staff to complete training is a priority for the Corporate Safeguarding Promoter. The first step with this was to create a video, which shares the same message and is used as an additional training method.

As another part of the work of reducing Violence against Women, Domestic Abuse and Sexual Violence, officers have investigated the development of safeguarding and domestic abuse information in other languages, and are aware of the resources available, but there is a need to understand more about the local linguistic need and identify the priority languages first, therefore the investigation work will continue into the next operational year.

The collaboration with the Gwynedd and Môn Community Safety Partnership has continued in 2025 and 2026, and continuously through the plan period. As last year, violence against women is a priority within the partnership's annual plan, and cross-departmental work across the Council is integral to this. Collaboration has taken place within the training field, with officers from the Corporate Services Department and the Gwynedd and Môn Community Safety Partnership co-delivering training for Elected Members in the field of Violence against Women, Domestic Violence and Sexual Violence. Alongside that, collaboration has taken place for White Ribbon Day, to raise awareness and participate in the campaign. During this year, the flag was raised in November with a statement published and training on Bystander Intervention for Council staff arranged for that day.

In addition to the above, the Gwynedd and Môn Community Safety Partnership held a stall at Ysbyty Gwynedd. Messages were shared amongst Council staff and amongst the Elected Members.

How do the objectives respond to the requirements of the act?

We assess the progress against three elements of the duty, and consider socio-economic deprivation noted at the beginning of the report to measure the success of the objectives and how they respond to the specific requirements.

Objective 3 helps the Council to fulfil its equality duties by focusing on improving internal systems to ensure that it acts as an anti-discriminatory organisation. By continuing with a comprehensive training framework which includes a variety of equality areas and characteristics, including LGBTQ+, disability and anti-racism, the Council gives staff on every level the ability to respond to various needs. This strengthens the effort to prevent unlawful discrimination, harassment and victimisation, to promote equal opportunities, and raising awareness, and therefore strives to nurture good connections.

Promoting the Equality Impact Assessment process, particularly for managers and management teams, also meets the requirements, ensuring that staff are aware of their responsibilities and are able to make inclusive decisions, which look at these three elements of the act specifically and on socio-economic disadvantage. The impact assessment template emphasises the importance of considering any socio-economic impact, as well as protected characteristics and therefore fulfils the need to comply with the duty, specifically when making strategic decisions.

In addition, promoting campaigns such as the White Ribbon Day and continuing to work to reduce Violence against Women, fosters good relationships, creating a proactive culture, which also seeks to reinforce the prevention of discrimination, harassment and unlawful gender-based persecution.

What difference will we make by the end of the Equality Plan 2024-2028 period?

Our aim is to ensure that the Council's arrangements consider all equality characteristics and that our staff understand and accept their responsibilities in the field. We will ensure better understanding of the rights and needs of people with various characteristics by creating a variety of training titles. In addition, that consideration of equality characteristics is given the place it deserves when creating and changing policies and ways of working through our Equality Impact Assessment process. We will ensure that people receive the information that they need by making our website more user-friendly. Promoting the White Ribbon plan also provides support for staff to understand their responsibility in the field.

Objective 4: Utilities: Ensuring equality within our day-to-day work

Relevant actions for the year:

4.1 Investigate the accessibility of the Council's services, then create an action plan and acting on it (payments system, collaboration with age-friendly)

4.2 The Museums and Arts Service will support the communities of Gwynedd by: Providing inclusive programmes for our diverse communities, whether they are an exhibition, an activity, events, promotion opportunities, projects and grants

4.3 Services of the Housing and Property Department: Fulfil Cyngor Gwynedd's Housing Action Plan activities who has the aim of "Ensuring that the people of Gwynedd have access to a suitable home of a high standard, that is affordable and improves their quality of life".

What have we done

Under Objective 4, the first point relates to looking at Council services and how to improve accessibility of access. The equality officer will work with the Customer Care and Registration Service as this is the "front door" for members of the public. The challenges they face when collaborating with other services when serving the public were considered. Team members have received face-to-face training on equality matters, which gave them an opportunity to discuss specific matters.

The remainder of the action points look at three specific services / departments, to ensure equality within everyday work. The first service is Museums. Throughout the plan period, the Museums Service has been assessing the accessibility of the services they provide, with the aim of working towards removing any barriers. This has addressed operational matters arising in general equality questionnaires introduced in the first year of the plan, and any matters that have been raised through complaints or other feedback. Discussions continue on improving accessibility arising from the barriers.

Planning programmes that include equality objectives are an integral part of the work, and it is an ongoing process. For example, as a part of the Storiel programme in 2025/26, there is a museum collection on the "House of Memories" plan, designed to support individuals with dementia from various cultural backgrounds as a part of the Welsh Government's Anti-racism plan. In addition, with grant support from the Museums and Galleries Federation, a workshop was arranged to investigate different heritage, including India, Africa and Mexico, which led to an exhibition jointly curated for the community, as well as a cultural event to celebrate this work. The organisation aims to continue with this method of working to be inclusive and diverse.

In addition, receiving further training and mentoring continues to be an important element of the service's development, and Storiel has already received training by Our Visual World/BSL and aims to arrange an audit by Disability Arts Wales in 2026. All of this work has helped them recognise elements that need amending, such as the mission statements of both museums, and this will be addressed in 2026/27 with work already in progress. In addition, specific projects are developed which requires applying for grants and funding to realise different aspects of the work; for example, the 2024/25 SPF grant has supported the Engagement and Learning Officer role in Storiel, and a further grant for 2025/26 has been secured, extending this support up to March 2026.

The second service / department that is part of this objective is the Housing and Property service. They are working on Cyngor Gwynedd's Housing Action Plan which complies with the Equality Plan period. The work which started during the first operational year of the plan established a One Stop Shop, to enable Council officers to assess customer needs and refer one enquiry to several different units according to the advice the Council can offer, now completed, with the service operational since 15th September 2025. Additionally, the work of updating the website has been completed to coincide with the development. 433 units have been built as a part of the Social Housing Development Programme with the Council, aiming to ensure that Gwynedd housing is beneficial to the environment and offer energy efficiency advantages to residents. In addition, during this period, 5,788 energy vouchers to the value of £239,565 were distributed, and 943 properties have seen an increase in their energy performance certificate through the ECO4 plan, with 1,802 applications approved.

How do the objectives respond to the requirements of the act?

We assess the progress against the three elements of the duty, as well as consider the socio-economic deprivation noted at the start of the report to measure the success of the objectives and how it responds to the specific requirements.

This objective coincides with the requirements of the Act by contributing to each of the three elements of the duty and considers socio-economic disadvantage. By assessing the accessibility of the museums service, responding to feedback and identifying barriers, the work supports the duty to remove discrimination and to ensure that services are fair and accessible to all. The programmes and projects that focus on representing various cultures by contributing towards a "House of Memories" plan, which promotes equal opportunities by ensuring that people from diverse backgrounds are represented and included in the cultural work. In addition, these activities foster good relationships by fostering an understanding between communities and encourages the celebration of diversity. The focus on training, mentoring and reviewing mission statements show a commitment to improving in-house practices and to ensure that the service continues to develop in an inclusive and

anti-racist way. Under socio-economic disadvantage, the work of ensuring accessibility, providing inclusive programmes and ensuring grant funding, helps to reduce barriers and enables people to participate in cultural activities, ensuring that individuals from all backgrounds can benefit from the services.

The next objective also coincides with the requirements of the Act, by contributing to each of the three elements of the duty and considering socio-economic disadvantage. By developing the Housing Action Plan and establishing the One Stop Shop. the Housing and Property Department contributes towards removing discrimination and ensuring that every customer has equal access to support, reducing the risk of inconsistent treatment between different groups. This method of assessing individual needs and of referring to a range of services promoting equal opportunities, ensures that people with protected characteristics obtain appropriate and timely support. Additionally, the work of building social housing units, improving energy efficiency, and distributing thousands of energy vouchers, contributes towards reducing the socio-economic disadvantage gap by supporting residents in a fair, inclusive and responsive way to their needs. These steps make a substantial contribution towards reducing the financial pressure on low-income households by improving housing standards, reducing energy costs, and ensuring that support is accessible to all.

What difference do we intend to make by the end of the Equality Plan 2024-2028 period?
We will look at how accessible our services are to everyone and work to reduce any barriers. Our Museums and Arts Service will also build on what is already in place to ensure that communities can contribute their voices to the narrative in our museums, to have more opportunities, fewer barriers and enable them to participate more in their culture and experience enjoyment, learning and health and well-being improvements. People have told us the importance of housing and transport for individuals with specific equality characteristics and those living under socio-economic disadvantage, and we have action points in these fields too to improve people's living standards.

Objective 5: Schools: Improve equality within education

Relevant actions for the year:

5.1 Collect, analyse and act on data relating to cases of bullying and hate crime:

- Identify training needs for school staff by analysing data/trends of bullying that are reported by schools.
- Collaborate with welfare officers, the youth service, the police and other agencies to respond to findings/trends of bullying by providing training and prevention work to staff in the schools.

What have we done

The main priority during this year was to establish an Authority wide system to collect data on the different categories of bullying that are recorded at the school. Gwynedd schools are in the process of transferring to a new data system. Subsequently, every school will use an electronic system, and the Education Department will be able to collect and analyse the data easily. Because most of the basic and strategic work determined in the Plan was completed during the first year of the Equality Plan, the service now focuses on maintaining, refining and building on the processes and systems

already at work, ensuring continuity and consistency in the provision. Work is continuing on to look at and analyse all research work and collect data from the previous year.

How do the objectives respond to the requirements of the act?

We assess the progress against three elements of the duty, and consider socio-economic deprivation noted at the beginning of the report to measure the success of the objectives and how they respond to the specific requirements.

Establishing a procedure across the authority to collect data on various types of bullying at Gwynedd schools makes a direct contribution towards noting and responding to behaviours associated with discrimination or harassment. The new system data will enable the department to monitor patterns, note schools or groups where there is a higher risk, and take steps to reduce discrimination of any type. The objective also ensures equal opportunities across every school by ensuring that policy and resource planning decisions are evidence-based, helping improve equal access and fostering good relationships between parents, pupils and schools by showing commitment to monitor and address inequalities.

What difference do we intend to make by the end of the Equality Plan 2024-2028 period?

Our aim is to ensure equality of education and opportunity for all pupils, staff, parents and carers who receive services from our schools, irrespective of their protected characteristics and their needs. By improving equality within education, we will develop a culture of inclusion and diversity where every child who is linked with Gwynedd schools feels proud of their identity and are able to participate fully in school life. Pupils' attainment will be monitored, and we will use the data to support the pupils, raise standards and ensure inclusive education. We will tackle discrimination by facilitating and supporting schools to positively promote equality, challenging bullying and stereotypes and create an environment that fosters respect towards all. In Gwynedd we believe that diversity is a strength that should be respected and celebrated by everyone within and outside the schools.

Further Information

In accordance with the guidelines of the Equality and Human Rights Commission, Cyngor Gwynedd is required to report annually on the information we gather in the field of equality.

Staff Equality Details Monitoring

As filling the form is optional (in accordance with the guidelines), not enough people have completed it. We have recognised this and are working to encourage more people to complete it (Objective 1, Action Point 1.8). When we have sufficient information, we will be able to identify pay gaps, on a wider level than merely gender-based (Action Point 1.6) to implement to improve variety in our workplace. 51.6% of the workforce completed the questionnaire on 31 March 2026; the information about our workforce's equality characteristics can be seen in LINK

Complaints and concerns

27 complaints were brought to the attention of the equality officers because they included allegations of discrimination, or because of some other link to equality matters. Seven of these were considered valid (2 informal, 5 formal). Most of them (6) related to disability issues - namely beach access, access to the libraries service, more support in the education field and better communication. Disability issues also arose in the complaints that were considered invalid - such as parking, and beach access again. We will feed this information into the work that we will be doing on access in Objective 3 and Objective 4. The subject of another complaint related to the equality processes more broadly. The other invalid complaints were regarding an allegation of racism because of nationality in housing and communication matters, broader parking issues, officer conduct, access to beaches and support to pay Council tax.

Engagement

Gathering information, especially through engagement, is a very important objective within the Equality Plan. We want to ensure that sufficient information is easily available for officers when formulating impact assessments, in order to ensure that due attention is being given to the 3 goals of the general duty and the socio-economic duty. We also want to ensure that good use is being made of the information collected, therefore, the engagement work we did between 2023 and 2024 fed in and steered the current plan, with over 600 people participating. We continue to collaborate with the Council's Equality Core Group regularly throughout the year to gather their views on several subjects. In addition, during the current operational year, we have also started to engage regularly with the Council's staff, by means of the staff forum. We will continue to develop this forum for the rest of the Plan period.

Quantitative Data

The current Strategic Equality Plan includes a specific objective on quantitative data. Work is progressing to create a local dashboard for Gwynedd in order to build on and develop our plans. This data will also be available for staff to use for impact assessments, to draw up policies and improve services. We have included this Objective as we identify the importance of gathering suitable data to improve these types of services. We already gather information on pay differences regarding protected characteristics and publish it annually, see the appendix. We are also aiming to carry out an audit on the gender pay gap every three years or so. As part of the North Wales Public Sector Equality Network, we have commissioned the "Equality in North Wales: A Data and Evidence Document" from our Data and Information Service, which has brought vast information together to be able to form the current Plan and give us a better understanding of equality in North Wales. We use this document as a basis for the data dashboard (see above).

Employment Information 2025-26

The Council has a duty, according to the Equality Act 2010, to provide employment information annually. This is the information for 2025-26.

1. Details of the workforce in general

51.6% of Council staff have completed the optional equality questionnaire, and the figures below are based on these unless noted otherwise. The information about the equality characteristics is as follows:

Sex:

Which of the following describes you best?	% of the Sample	% of the Workforce
Female	70.9	36.6
Male	28.3	14.6
Other / I identify in another way	0.2	0.1
I prefer not to say	0.6	0.3
Total	**100.0**	**51.6**

Nationality or National Identity:

Which of the following describes you best?	% of the Sample	% of the Workforce
Scottish	0.2	0.1
Welsh	88.3	45.6
Northern Irish	<0.1	<0.1
British	6.4	3.3
English	3.3	1.7
Other	1.2	0.6
I prefer not to say	0.6	0.3

Total	**100.0**	**51.6**

Race:

Which of the following describes you best?	% of the Sample	% of the Workforce
White	98.2	50.7
Black - Caribbean	-	-
Black - African	<0.1	<0.1
Black - Other	-	-
Gypsy or Irish Traveller	-	-
Mixed - White and Black Caribbean	<0.1	<0.1
Mixed - White and Black African	-	-
Mixed - White and Asian	0.2	0.1
Mixed - Other	<0.1	<0.1
Asian - Indian	<0.1	<0.1
Asian - Pakistani	0.1	<0.1
Asian - Bangladeshi	0.1	<0.1
Asian - Chinese	0.1	<0.1
Asian - Other	0.2	0.1
Other	0.5	0.3
I prefer not to say	0.6	0.4
Total	**100.0**	**51.6**

Sexual orientation:

Which of the following describes you best?	% of the Sample	% of the Workforce
Bisexual	0.8	0.4
Gay Man	0.6	0.3
Gay Woman / Lesbian	0.6	0.3
Heterosexual or 'Straight'	95.3	49.2
Other	0.4	0.2
I prefer not to say	2.3	1.2
Total	**100.0**	**51.6**

Religion:

Which of the following describes you best?	% of the Sample	% of the Workforce
Atheist	2.5	1.3
Buddhist	0.1	<0.1
Christian	50.9	26.3
No Religion	38.9	20.1
Muslim	0.1	0.1
Jewish	-	-
Hindu	<0.1	<0.1
Other	2.1	1.1
I prefer not to say	5.4	2.7
Total	**100.0**	**51.6**

Marital Status:

Are you married, or in a civil partnership?	% of the Sample	% of the Workforce
No	44.9	23.2
Yes	51.8	26.8
I prefer not to say	3.3	1.6
Total	**100.0**	**51.6**

Disability:

Do you consider yourself as a disabled person?	% of the Sample	% of the Workforce
No	94.5	48.8
Yes	2.7	1.4
I prefer not to say	2.8	1.4
Total	**100.0**	**51.6**

Gender Identity:

Has your gender identity changed from when you were born?	% of the Sample	% of the Workforce
No	97.0	50.1
Yes	1.8	0.9
I prefer not to say	1.2	0.6
Total	**100.0**	**51.6**

Age:

	% of the Sample	% of the Workforce
16-19	0.6	0.3
20-24	4.5	2.3
25-29	6.8	3.5
30-34	9.7	5.0
35-39	11.5	5.9
40-44	12.4	6.4
45-49	13.0	6.7
50-54	14.2	7.4
55-59	14.0	7.2
60-64	9.3	4.8
65-69	2.6	1.4
70+	0.6	0.3
I prefer not to say	0.8	0.4
Total	**100.0**	**51.6**

2. Nature of the Posts

There is only a need to note the equality characteristic of sex here.

a) Numbers employed according to posts:

Analysis not available.

b) Numbers employed according to salary scale:

	% Female	% Male	% Other / I identify in another way	% I prefer not to say	% of the Sample	% of the Workforce
Basic Scale (BS)	28.9	6.5	0.1	0.2	35.8	18.5
Officers (O)	19.1	10.4	<0.1	0.2	29.7	15.3
Senior Officers (SO)	11.4	8.2	0.1	0.2	19.9	10.3
Senior Managers (SM)	0.4	0.4	<0.1	-	0.8	0.4
Chief Officers	0.2	0.2	-	-	0.4	0.2
Teachers (Including unqualified and supply)	8.2	1.8	-	-	10.0	5.1
Headteachers / Deputy Headteachers	2.1	0.6	-	-	2.7	1.4
Soulbury	0.6	0.2	-	-	0.8	0.4
Total	**70.9**	**28.3**	**0.2**	**0.6**	**100.0**	**51.6**

c) Number employed according to salary range:

Based on the salary of Full Time Equivalent (FTE) persons, and not necessarily the actual salary they receive.

	% Female	% Male	% Other / I identify in another way	% I prefer not to say	% of the Sample	% of the Workforce
£20,000 - £29,999	29.3	6.6	0.1	0.2	36.3	18.7
£30,000 - £39,999	19.0	10.5	<0.1	0.2	29.8	15.3
£40,000 - £49,999	17.4	7.8	0.1	0.1	25.3	13.1
£50,000 - £59,999	2.3	1.8	-	0.1	4.2	2.2
£60,000 - £69,999	1.0	0.8	<0.1	-	1.8	0.9
£70,000 - £79,999	1.7	0.6	-	-	2.3	1.2
£80,000+	0.2	0.2	-	-	0.3	0.2
Total	**70.9**	**28.3**	**0.2**	**0.6**	**100.0**	**51.6**

ch) Number employed according to contract type

	% Female	% Male	% Other / I identify in another way	% I prefer not to say	% of the Sample	% of the Workforce
Fixed Term	2.2	0.8	-	<0.1	3.0	1.5
Casual	3.9	0.9	<0.1	<0.1	4.8	2.5
Permanent	64.8	26.7	0.2	0.5	92.2	47.6
Total	**70.9**	**28.3**	**0.2**	**0.6**	**100.0**	**51.6**

d) Number employed according to work patterns

	% Female	% Male	% Other / I identify in another way	% I prefer not to say	% of the Sample	% of the Workforce
Full-time	37.5	24.7	0.1	0.4	62.6	32.3
Part-time	33.4	3.6	0.1	0.2	37.4	19.3
Total	**70.9**	**28.3**	**0.2**	**0.6**	**100.0**	**51.6**

3. People who have applied for jobs with the authority during the past year

Note: these are applicants who have applied for a job online only - it does not include those who have submitted a paper application. It includes people who are already employed by the Authority as well as external applicants. A person may have applied for more than one post and may therefore appear twice in the data.

Sex	Number
Female	3,125
Male	1,779
Other / I identify in another way	3
I prefer not to say	23
Total	**4,930**

Nationality or National Identity	Number
Scottish	2
Welsh	4,104
Northern Irish	4
British	307
English	228
Other	265
I prefer not to say	20
Total	**4,930**

Race	Number
White	4,593
Black - Caribbean	-
Black - African	88
Black - Other	1
Gypsy or Irish Traveller	1
Asian - Indian	118
Asian - Pakistani	12
Asian - Bangladeshi	6
Asian - Chinese	2
Asian - Other	20
Mixed - White and Black Caribbean	4
Mixed - White and Black African	9
Mixed - White and Asian	11
Mixed - Other	12
Other	14
I prefer not to say	39
Total	**4,930**

Sexual Orientation	Number
Bisexual	74
Gay Man	45
Gay Woman / Lesbian	41
Heterosexual or 'Straight'	4,617
Other	7
I prefer not to say	146
Total	**4,930**

Religion	Number
Atheist	139
Buddhist	5
Christian	1,870
No Religion	2,505
Hindu	80
Jewish	3
Muslim	34
Other	43
I prefer not to say	251
Total	**4,930**

Marital Status: Are you married, or in a civil partnership?	Number
No	3,003
Yes	1,776
I prefer not to say	151
Total	**4,930**

Disability: Do you consider yourself as a disabled person?	Number
No	4,603
Yes	204
I prefer not to say	123
Total	**4,930**

Has your gender identity changed from when you were born?	Number
No	4,715
Yes	171
I prefer not to say	44
Total	**4,930**

Age	Number
16-19	365
20-24	713
25-29	697
30-34	594
35-39	529
40-44	372
45-49	264
50-54	210
55-59	143
60-64	67
65-69	23
70-74	1
75+	-
I prefer not to say	952
Total	**4,930**

4. Council employees who have applied for a different post within the authority

Part of the above figures.

5. Council employees who have submitted an application for training and the number who were successful

Of the 4,443 staff members who requested training, every member of staff except for 16 were successful with their requests for training.

6. Council employees who have completed training successfully

4,427 members of staff completed training during the year, be that traditional training or an e-learning module. Of these 2,595 had completed the equality questionnaire.

Gender	Number
Female	1,827
Male	747
Other / I identify in another way	6
I prefer not to say	15
Total	**2,595**

Nationality or National Identity	Number
Scottish	5
Welsh	2,306
Northern Irish	-
British	154
English	86
Other	30
I prefer not to say	14
Total	**2,595**

Race	Number
Asian - Pakistani	3
Asian - Chinese	2
Asian - Indian	1
Asian - Bangladeshi	1
Asian - Other	4
Mixed - White and Black Caribbean	1
Mixed - White and Black African	-
Mixed - White and Asian	4
Mixed - Other	1
White	2,547
Black - Caribbean	-
Black - African	-
Black - Other	-
Gypsy or Irish Traveller	-
Other	14
I prefer not to say	17
Total	**2,595**

Sexual Orientation	Number
Bisexual	20
Gay Man	16
Gay Woman / Lesbian	13
Heterosexual or 'Straight'	2,471
Other	11
I prefer not to say	64
Total	**2,595**

Religion	Number
Atheist	72
Buddhist	3
Christian	1,283
No Religion	1,038
Muslim	2
Jewish	-
Hindu	1
Other	58
I prefer not to say	138
Total	**2,595**

Marital Status: Are you married, or in a civil partnership?	Number
No	1,173
Yes	1,338
I prefer not to say	84
Total	**2,595**

Disability: Do you consider yourself as a disabled person?	Number
No	2,449
Yes	74
I prefer not to say	72
Total	**2,595**

Has your gender identity changed from when you were born?	Number
No	2,517
Yes	50
I prefer not to say	28
Total	**2,595**

Age	Number
16-19	19
20-24	125
25-29	188
30-34	255
35-39	302
40-44	312
45-49	339
50-54	377
55-59	344
60-64	239
65-69	64
70+	11
I prefer not to say	20
Total	**2,595**

7. Staff members who have been part of the complaints procedure, either as a complainant or as the person the complaint was made against

29 individuals have been part of the complaints procedure. 15 of them completed the equality questionnaire. It is not possible to analyse further due to the risk of identifying individuals.

8. Staff members who have been through the disciplinary procedure

142 individuals were disciplined during the year. Of these, 59 completed the equality questionnaire. It is not possible to analyse further due to the risk of identifying individuals.

9. Staff members who have left the Council's employment

653 persons left the Council's employment during 2025/26. Of these, 281 had answered the equality questionnaire.

Gender	Number
Female	189
Male	88
Other / I identify in another way	-
I prefer not to say	4
Total	**281**

Nationality or National Identity	Number
Scottish	-
Welsh	225
Northern Irish	-
British	32
English	17
Other	3
I prefer not to say	4
Total	**281**

Race	Number
Asian - Pakistani	-
Asian - Indian	-
Asian - Bangladeshi	-
Asian - Chinese	-
Asian - Other	-
Mixed - White and Black Caribbean	1
Mixed - White and Black African	1
Mixed - White and Asian	-
Mixed - Other	1
White	272
Black - Caribbean	-
Black - African	-
Black - Other	-
Gypsy or Irish Traveller	-
Other	1
I prefer not to say	5
Total	**281**

Sexual Orientation	Number
Bisexual	4
Gay Man	5
Gay Woman / Lesbian	3
Heterosexual or 'Straight'	253
Other	3
I prefer not to say	13
Total	**281**

Religion	Number
Atheist	7
Buddhist	-
Christian	155
No Religion	98
Muslim	1
Jewish	1
Hindu	-
Sikh	-
Other	8
I prefer not to say	11
Total	**281**

Marital Status: Are you married, or in a civil partnership?	Number
No	124
Yes	144
I prefer not to say	13
Total	**281**

Disability: Do you consider yourself as a disabled person?	Number
No	263
Yes	9
I prefer not to say	9
Total	**281**

Has your gender identity changed from when you were born?	Number
No	271
Yes	4
I prefer not to say	6
Total	**281**

Age	Number
16-19	1
20-24	15
25-29	26
30-34	18
35-39	25
40-44	18
45-49	24
50-54	27
55-59	48
60-64	41
65-69	32
70+	1
I prefer not to say	5
Total	**281**

CYNGOR GWYNEDD - Report to Cyngor Gwynedd Cabinet

Title of item:	Annual Report - Workforce
Cabinet Member:	Coun. Llio Elenid Owen
Relevant Officer:	Eleri Jones, Human Resources Advisory Service Manager
Date of meeting:	16 October 2026

1. DECISION SOUGHT:

Approval of the annual report for 2025/26.

2. THE REASON WHY THE CABINET MUST MAKE THE DECISION:

To reflect on the corporate strategy in this key area for the future.

3. INTRODUCTION AND RATIONALE

The report summarises the main activities in the field of employment within the Council during 2025/26. The information also provides a general overview of the characteristics of our workforce and notes how these steer certain elements of our staffing strategy.

THE COUNCIL'S WORKFORCE

The table below shows the numbers employed on a full-time and part-time basis within the Council over the past five years. These numbers include staff who work in our schools but not those staff employed on a casual basis during holiday/sickness periods of the permanent workforce.

	31/3/21	31/3/22	31/3/23	31/3/24	31/3/25	31/03/26
Full-time	3,073	3,258	3,306	3,354	3,334	3,269
Part-time	2,776	2,650	2,689	2,648	2,561	2,525
Total	**5,849**	**5,908**	**5,995**	**6,002**	**5,895**	**5,794**

As can be seen, there has been a further reduction in staff numbers during 2025/26, with the total workforce falling from 5,895 to 5,794 individuals. This represents a reduction of 101 members of staff over the year. The decline was evident among full-time and part-time staff alike.

This reduction reflects the financial pressures facing local government in general. Services have had to continue to review their staffing arrangements and priorities in order to respond to the significant financial challenges faced. Although reductions in staff numbers are

inevitable in some areas, the Council continues to seek to maintain effective services for the county's residents.

Additionally, this is the first year in which GwE and North Wales Economic Ambition Board data have not been included as part of Cyngor Gwynedd's workforce, following the organisational changes reported last year.

WORKFORCE DIVISION BY GENDER

Below is a further analysis of the number of men and women employed on a full-time and part-time basis during the same period. The workforce pattern remains very similar to previous years with a significantly higher number of women working for the Council. On 31 March 2026, 71% of the Council's workforce was female and 29% male.

A significantly higher number of those women are employed on a part-time basis and within services such as Adults, Health and Well-being, Children and Supporting Families, and Education. This division has been a consistent trend, not only in Gwynedd but also within local government in general.

While gender balance remains uneven in some service areas, this reflects recruitment patterns and career choices that have developed over a lengthy period of time. The Council continues to seek to attract candidates of all genders to all areas of work.

Gender division

(a) Whole Council – last 3 years

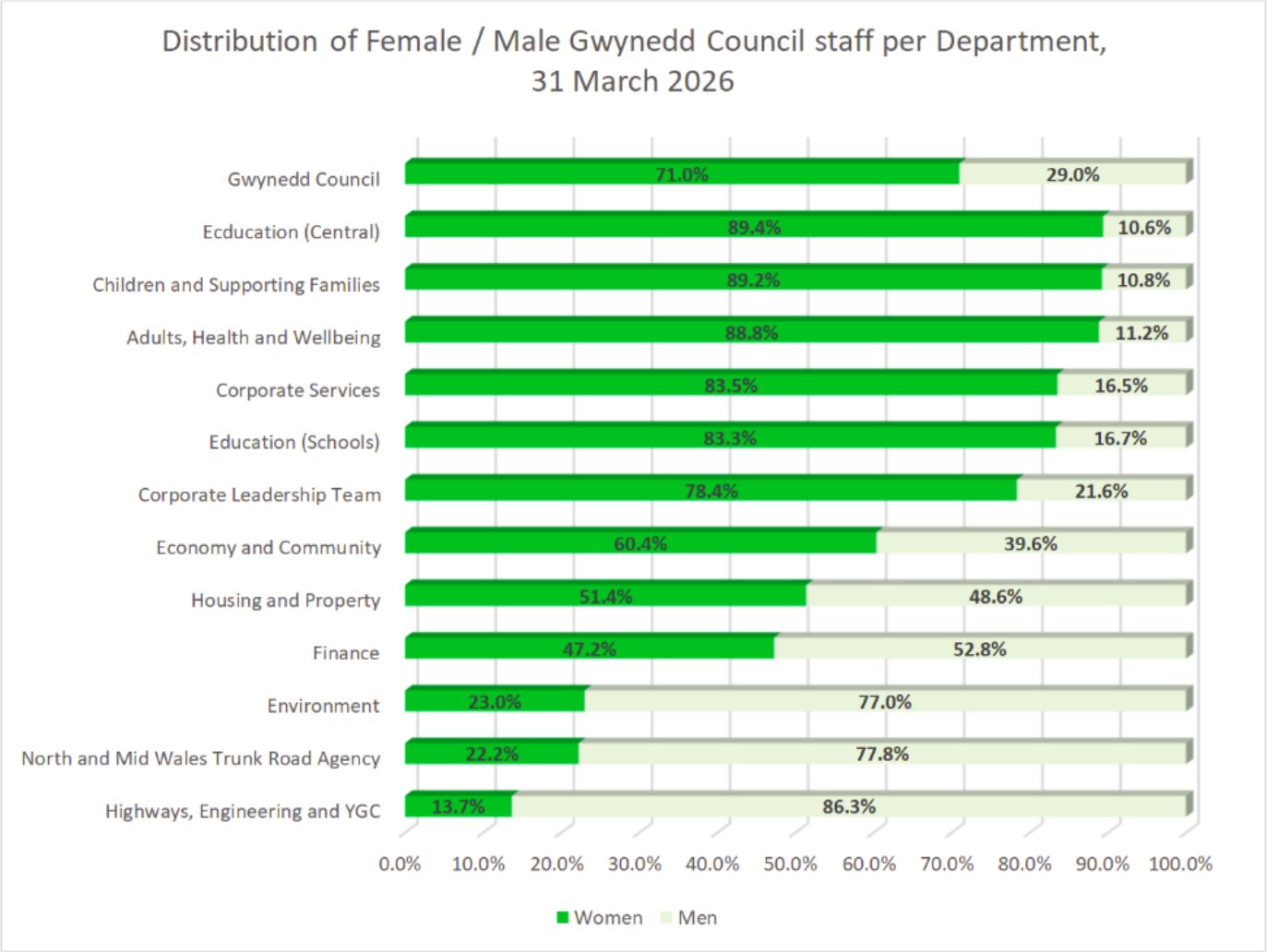
		31/3/23	31/3/24	31/3/25	31/3/26
Full-time	Men	1,462	1,501	1,480	1,431
	Women	1,844	1,853	1,854	1,838
Part-time	Men	264	259	247	250
	Women	2,425	2,389	2,314	2,275
Total	Men	1,726	1,760	1,727	1,681
	Women	4,269	4,242	4,168	4,113
Total %	Men	**28.8%**	**29.3%**	**29.3%**	**29%**
	Women	**71.2%**	**70.7%**	**70.7%**	**71%**

Here is a further analysis of the gender division in the Council's departments as at 31 March 2026.

b. Distribution of women / men within Cyngor Gwynedd staff by Department, 31 March 2026 (based on each individual's main post)

	Women	**Men**	**Total**
Education (Central)	658 (89%)	78 (11%)	736
Environment	85 (23%)	285 (77%)	370
Corporate Services	137 (84%)	27 (16%)	164
Finance	103 (47%)	115 (53%)	218
Economy and Community	102 (60%)	67 (40%)	169
Adults, Health and Well-being	796 (89%)	100 (11%)	896
Children and Supporting Families	348 (89%)	42 (11%)	390
Highways, Engineering and YGC	57 (14%)	360 (86%)	417
Housing and Property	95 (51%)	90 (49%)	185
Corporate Leadership Team	76 (78%)	21 (22%)	97
Schools	1,606 (83%)	321 (17%)	1,927
Sub-total	***4,063 (73%)***	***1,506 (27%)***	***5,569***
North and Mid Wales Trunk Road Agent	50 (22%)	175 (78%)	225
Total – as reported to Data Cymru	**4,113 (71%)**	**1,681 (29%)**	**5,794**

As above in chart form:



AGE PROFILE OF COUNCIL STAFF

A detailed profile of the Council's age profile can be found in **Appendix 1**. This information is important as it provides a robust basis for the Council's workforce planning activities. To enable us to ensure that the necessary knowledge, skills and experience are available within the Council's workforce, it is important that we have an understanding of colleagues' long-term plans; who is considering retirement over the coming months and years and what risks might there be in terms of service delivery as a result? This type of information and discussions within teams enables departments to proactively plan and develop their workforce to address such risks.

For several years, it has been reported that the age profile pattern for staff shows that the majority of the workforce is over the age of 40, and that this poses a risk in terms of retention of knowledge, skills and experiences. The figures were consistent again for 2025/26, with 66% over the age of 40 and 42% over the age of 50.

This is not a problem in itself. In fact, this profile means that the Council has a workforce that has extensive experience of valuable knowledge, skills and understanding. However, it also underlines the importance of effective workforce planning to ensure that essential

knowledge and skills are passed on before experienced members of staff leave the organisation.

This is not only a significant challenge for us as an employer, but also for local government and the wider public sector. This is why, for instance, there are national efforts in the field of social care to improve the image of some aspects, and also why discussions are taking place at a Welsh level about whether consideration should be given to reconciling social workers' pay and terms of employment across Wales.

These are significant and complex steps, but due to the scale of the challenge facing employers, we must consider all options when looking ahead to the challenging years ahead. This is all long-term work, but it is key to the continuity and effectiveness of future services. One example of this is the continued emphasis on investing in apprenticeship schemes, professional trainees and in-house staff development to ensure a supply of talent for the future.

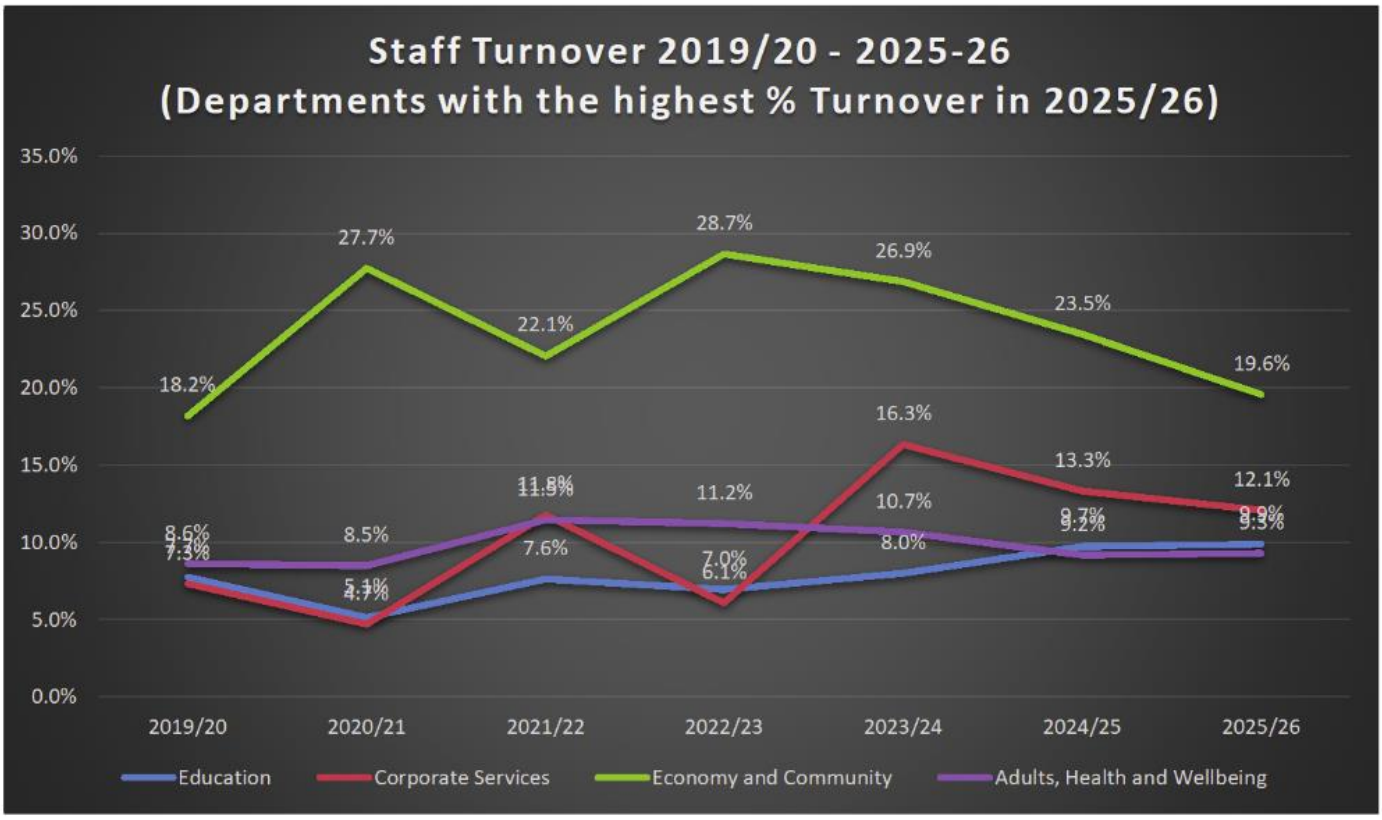
STAFF TURNOVER

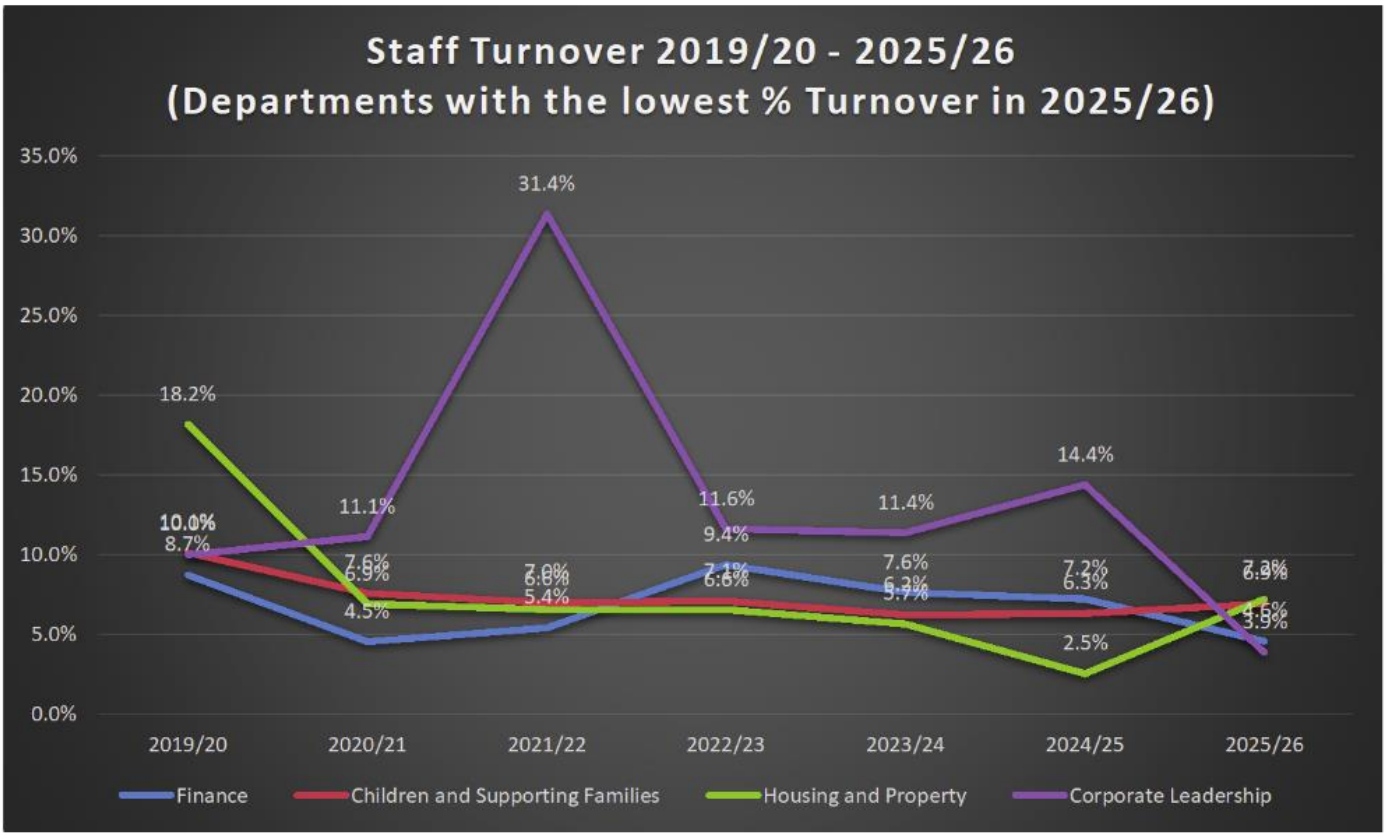
The staff turnover rate of 9.3% remains high compared to some previous years but has decreased somewhat during 2025/26 compared to 2024/25 (9.9%), a slight change to the trend of a gradual increase seen over previous years. This possibly suggests some stabilisation.

The annual levels since 2020/21 are:

2020/21	6.8%
2021/22	8.5%
2022/23	8.1%
2023/24	8.9%
2024/25	9.9%
2025/26	**9.3%**

Graph of some Departmental patterns vs the Council's total (Departments with highest and lowest turnover percentages in 2025/26)





The situation also varies across Council departments. Turnover was highest this year in the Economy and Community (19.6%), Corporate Services (12.1%), Education (9.9%) and Adult, Health and Well-being (9.3%) departments, with those percentages being slightly above the Council average.

There is a link between the level of turnover in the Economy and Community department and the method of funding a significant number of employment contracts there; a number of staff work on contracts which are grant-funded from outside Cyngor Gwynedd. Such

working arrangements can lead to significant uncertainty for staff, for instance it can be an obstacle to purchasing a property. Although grants are often renewed annually (leading to extending employment for another year), such decisions often reach the Council very late in the day, leading to great uncertainty for the affected staff.

During 2025/26, turnover was at its lowest level in the Corporate Leadership (3.9%), Finance (4.6%), Children and Supporting Families (6.9%) and Housing and Property (7.2%) departments.

As noted in previous years, staff turnover can be a natural and healthy aspect within an organisation. There is no need to be excessively concerned about a situation where there is no consistent pattern and reasons for leaving; it must be respected that staff wish to take advantage of opportunities to develop and move onwards.

It is possible to delve further into these high-level statistics to better understand the reasons for high and low turnover rates, and to see whether it is possible to learn from any particular factor. This type of information, along with analysis from the staff survey, can provide guidance to heads of departments on how to try to influence turnover levels.

SICKNESS ABSENCES

The level of sickness absences has increased slightly during the year 2025/26. Below is a straightforward table showing the level of sickness in the Council over the last three years, shown as the average number of days of sickness absence per head over the year in question.

2023/24	2024/25	2025/26
10.29	12.94	13.01

While this is a relatively small increase compared to the previous year, the level remains higher than over previous years. The situation therefore remains a corporate priority.

One possible contributing factor towards this trend is the introduction of an improvement to the sickness recording system by services across the Council in 2024/25, with a new computer module for managers on the Council's Self-Service system enabling them to record conversations with staff. The system also guides managers through the sickness absence management policy and procedures. From the data we have, we believe that the introduction of this system has led to an improvement in the standard of recording; it was a significant step forward from the old paper-based arrangements that had existed for many years. There has also been a significant and ongoing effort by departments and a number of support services to deal with sickness absences within services.

Additional support is available through the Occupational Health Service which offers a range of specialist support and advice to staff and managers. Individual case review arrangements are in place with some specific departments experiencing high levels of sickness absences. There is also support for the management of individual cases through capability panel arrangements, with an emphasis on supporting staff to improve their health and return to work.

However, one challenge with the above work programme is to ensure consistency of approach across all Council services. Managers must possess specific skills to deal with sickness absences in a way that is compassionate while also having to take difficult decisions when it is necessary to do so. Advice is available to managers in such situations, but of course as levels of sickness increase the demand for that advice also increases.

Here is a breakdown of the sickness absences showing long-term and short-term sickness. Long-term sickness is defined as 28 or more consecutive days of illness.

Long-term/ Short-Term

	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Long-term	62%	71%	57%	53%	51%	56%	62%
Short-term	38%	29%	43%	47%	49%	44%	38%

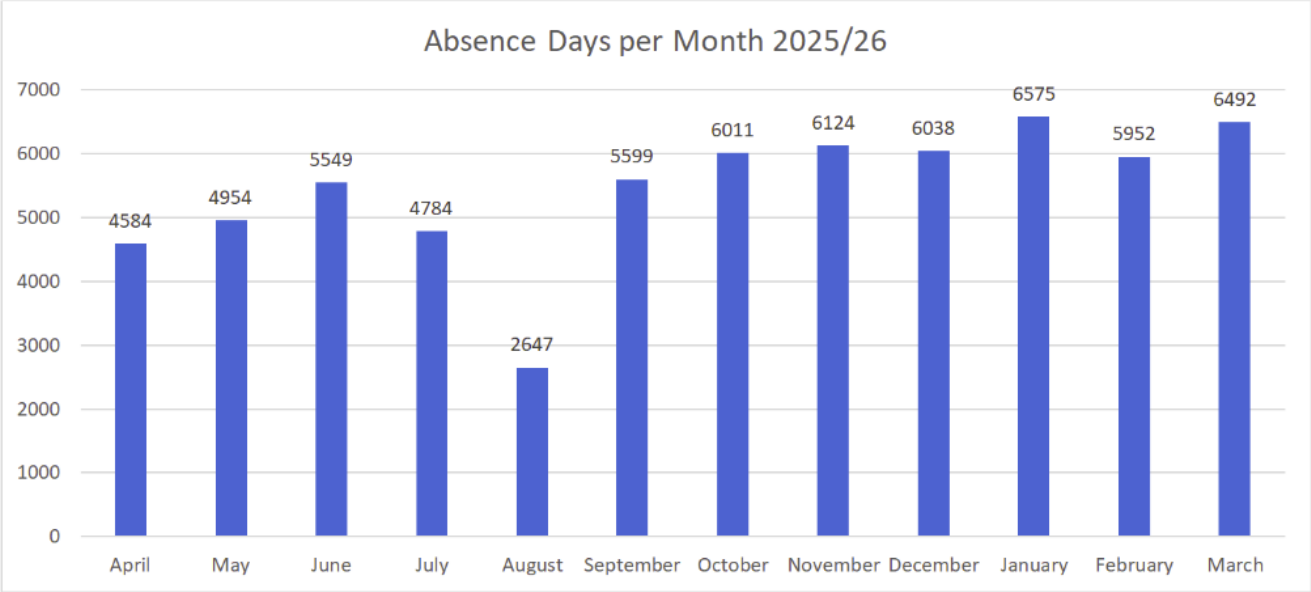
Note *- Definition of long-term is "28 or more consecutive calendar days."*
For a meaningful analysis, the Long-term/Short-term figures are calculated at the end of a year. This is because, while we have improved our indicator reporting time to be monthly, it means that some cases are initially reported as short-term, before they extend further than the snapshot month and become long-term.

A change can be seen in the percentage of long-term and short-term sickness during 2025/26 compared to previous years, with the percentage of long-term absence continuing to increase (6% higher than 2024/25). Again, this can be linked to an improvement in recording, but the context must also be considered. Sickness levels are increasing across different sectors of the economy. We also know, from the individual cases we deal with, that health service problems affect our sickness levels; many staff are on waiting lists for treatment and there is no doubt that this has an impact on our long-term sickness levels.

Of all staff employed by the Council in 2025/26, 52% were absent with a period(s) of sickness absence. This means that 48% of Council staff took no sickness absence. 45% of Council staff took no sickness absence in 2024/25, so there was a 3% increase this year.

The following table shows the levels of sickness absences for each month over the past year, showing a very similar trend to previous years with illness peaking over the winter and at its lowest over the summer.

Absence Days Pattern per Month

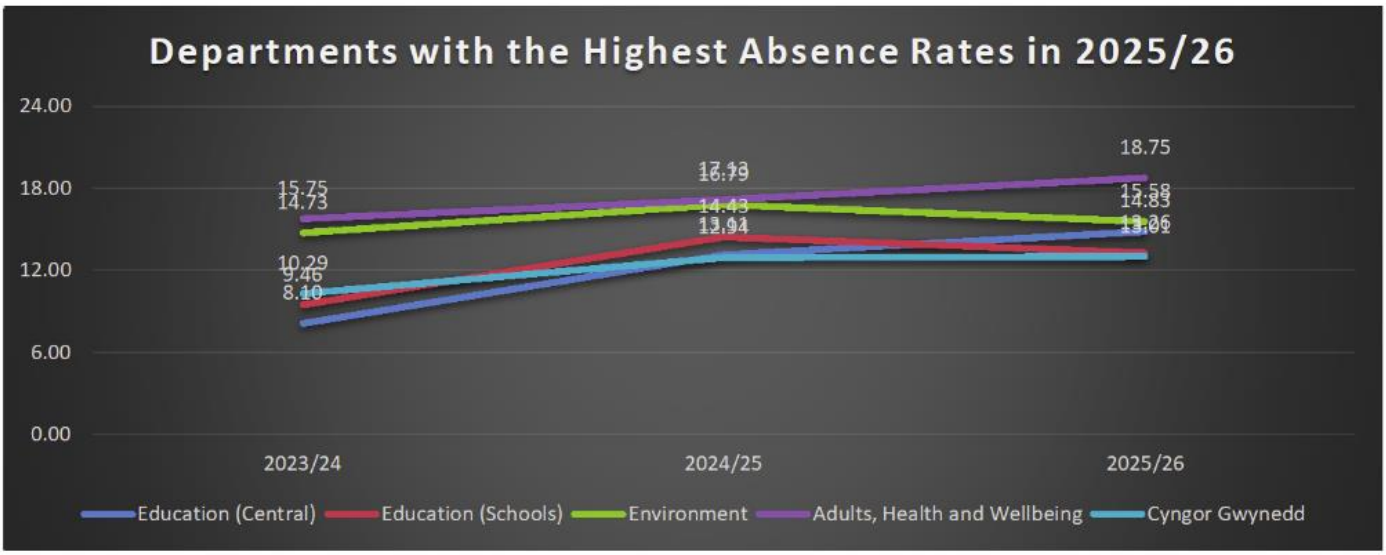


By Department

The following graph shows the average number of days per head lost to sickness within Council departments during the year.

The sickness level was **highest** in 2025/26 in the Adults, Health and Well-being department (18.75 days), Environment department (15.78 days), Education – Central (14.83 days) and Education – Schools (13.26 days).

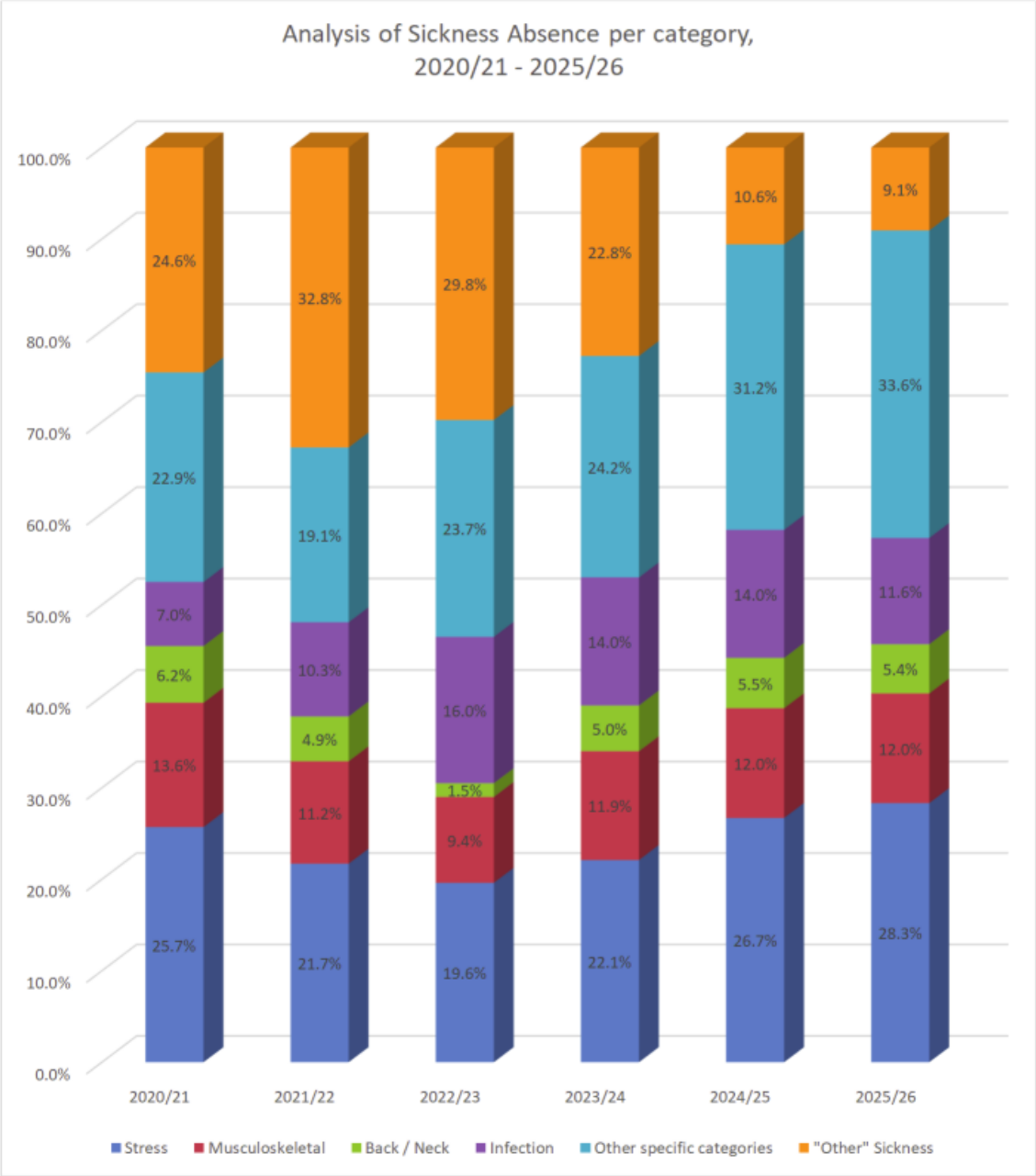
The sickness level was **lowest** in 2025/26 in the Corporate Leadership Team (6.21 days), Economy and Community department (6.91 days), Finance department (7.14 days) and Housing and Property department (9.70 days).



Sickness by category

The following chart analyses the type of illness that has been recorded for absences over the past five years.

Sickness absence breakdown by category each year to 2025/26



The level of the "Other Sickness" category has fallen further this year (-1.5%), suggesting that efforts to improve the quality of recording and analysis of sickness information continue to have a positive impact with the system, meaning that there are now more options available for staff to record the condition. On the other hand, it can be seen that stress levels continue to increase and contribute towards 28.3% of all absences (+1.6%), which is obviously worrying.

However, despite the higher levels of stress, having accurate recording is one positive step forward to enable us to identify the problem. While the information in this report focuses on providing a very high-level analysis, at a whole Council and departmental level, we use

more detailed data with specific departments when trying to resolve particular situations within their services.

PAY STRUCTURE

The Council's Pay Policy for 2025/26 was approved by the full Council in accordance with statutory requirements. The policy sets out the Council's pay arrangements, including the relationship between the salaries of the wider workforce and the salaries of senior managers.

As part of the national arrangements, the salaries of the vast majority of staff continue to be determined through local government national pay agreements. The Council continues to implement any relevant nationally agreed pay agreements, ensuring that staff are paid accurately and on time in accordance with their terms and conditions of service. The agreement for 2025/26 entailed a 3.20% increase on each pay point on the pay structure.

RECRUITMENT AND APPOINTMENTS

Please see the following statistics on the number of vacancies advertised by the Council in the last five years, the number of applications received and also the number of vacancies re-advertised. Analysing these details again contributes to our ability to identify areas in which the Council needs to focus its attention in relation to developing expertise and planning the future workforce, e.g. increasing our understanding to help with succession planning, identifying relevant Yfory / apprenticeship schemes, secondment opportunities etc.

Year	Number of posts advertised	Number of applications	Number of posts re-advertised	Number of applications following the second advertisement
2018 / 2019	555	3281	57	240
2019 / 2020	586	2726	101	249
2020 / 2021	486	2112	77	227
2021 / 2022	515	2394	114	369
2022 / 2023*	1054	3402	259	315
2023 / 2024	848	3608	195	471
2024 / 2025	855	3038	163	254
2025 / 2026	946	4386	180	322

***Please note that the figures from 2022/23 onwards include posts within our schools, which explains the difference in numbers compared to previous years.**

EMPLOYMENT RELATIONS

We have for years prided ourselves on the constructive relationship that exists between the unions locally and ourselves as officers. The emphasis is on trying to work together to ensure a smooth relationship between management and staff, and there is certainly effective collaboration between us.

That said, it must be recognised that there are difficult situations to be discussed at times, but we believe that there is a mutual appreciation of the complexity that exists in the relationship between staff and the employer, and therefore there is a genuine desire to work together for the benefit of everyone who works for the organisation. The relationship is nurtured through regular contact and discussions between us as officers and union officials, with the ultimate intention of trying to resolve employment issues before situations deteriorate to such an extent that the working relationship between individuals breaks down.

We usually meet as a Liaison Group on a monthly basis, and there is also an arrangement to meet the union officers individually each month, in order to try to resolve any situations that are unique to that union. There is also a strong link between the union officials and the management teams of some individual departments, although there remains scope to develop this further.

Our efforts have been strengthened this year to work on the basis of a Social Partnership, which means consulting and collaborating with the unions on key and strategic issues. Meetings were held between Chief Officers within the Council, including the Chief Executive and Directors, and the Unions to discuss some of the main issues affecting the authority, for example the Council Plan and the Budget. There is now a programme of meetings in place twice a year, or as required, to nurture this relationship and meet the Welsh Government's aspirations in line with the Social Partnership Duty Act.

In addition to the above, we continue to secure funding to enable us to support the unions by releasing staff to undertake union activities. This gives greater certainty that staff can be released from their posts to take up their roles with the unions.

However, it is inevitable that Council managers must sometimes deal with difficult individual cases, and the Human Resources Service officers have a key role in advising and providing guidance on such situations. The following summarises the number of formal cases that Council managers and team officers have been involved in over the past year. The above figures also include staff in our schools.

Individual cases 2025/26

Disciplinary investigations	148
Complaints	19
Compulsory and voluntary redundancies	22

The figures continue to show an increase in cases this year compared with last year, with 148 new disciplinary investigations (117 – 2024/25) and 19 complaints (15 – 2024/25). There is no obvious pattern to these cases, but there is no doubt that such situations can be difficult for everyone involved, including staff involved in the cases, the managers who carry out investigations and the human resources service who provide advice and support.

There is a regular review of the circumstances behind these cases and reflection on whether there are ways to improve or to resolve cases earlier.

TUC WELSH LANGUAGE CHARTER

During 2025/26, Cyngor Gwynedd reinforced its position as a leading organisation in fostering a culture that places the Welsh language at the heart of its work, as it was the first workplace in Wales to sign and adopt Twf – The Welsh Language at Work Charter.

Cyngor Gwynedd's Cabinet resolved in December 2025 to proceed with the adoption of the charter, with a special event held in the Cyngor Gwynedd Chamber afterwards to celebrate the signing of the charter with representatives of the TUC, Unison, GMB and Unite unions as well as Lowri Williams, Strategic Director of the Welsh Language Commissioner.

TUC Cymru has developed and adopted the Twf Charter to help workers, their trade union branches and employers to work together to create bilingual workplaces. There is also a specific emphasis on ensuring an increase in the use of the Welsh language at work and that workers have access to representation by trade unions in their chosen language.

By agreeing to adopt and sign the charter, the trade unions and Cyngor Gwynedd as an employer commit to work together on the basis of four core principles, namely:

- Growth and Welsh Language rights – a commitment to growing the Welsh language in the workplace.
- Inclusion and linguistic justice – creating a work culture that is supportive of the use of Welsh.
- Leadership and accountability – embedding a visible and inclusive bilingual ethos and culture.
- Continuous learning and confidence building – providing ongoing support for staff to learn and improve their Welsh language skills.

Promoting and supporting the use of the Welsh language by staff – and ensuring that all services are available through the medium of Welsh – has been one of the Council's priorities since its inception. This is reflected in the Council's Plan, in the authority's language policy and in the fact that 99.1% of the Council's staff possess Welsh language skills.

STAFF EQUALITY FORUM

One of our main priorities for the first year of the Equality Plan was to gain an understanding of staff perspectives and receive their feedback in relation to equality matters by establishing a Staff Equality Forum. During 2025/26 several meetings were held and the group meets each quarter. By bringing together a cross-section of staff from different departments, the forum provides a valuable opportunity to understand the experiences and perspectives of the workforce. The agenda is steered by the members themselves, with discussions during the year including workforce planning, consultation on employment policies and wider issues affecting staff experience in the workplace. Since establishing this group, further developments have been made in this area, and another staff forum, namely the minority ethnic forum, has now been formally established.

EMPLOYMENT CONDITIONS REVIEW

Further to the work involved with being a leading employer, we continue to take steps to fully develop the awareness of managers and staff of the working conditions, including equality, inclusion etc. As part of this a revised Whistleblowing Policy has been adopted by the Council this year which also includes sexual harassment as a basis for reporting through whistleblowing. This ensures that serious concerns about malpractice can be shared in a safe and confidential manner, while promoting transparency and accountability. It also gives individuals legal protection in accordance with the Employment Rights Act (2025).

APPRENTICE AND GRADUATE TRAINEE SCHEMES

These schemes are an important element of attracting and developing future talent as part of the Council's wider workforce planning efforts. Here are the statistics for the past year:

Overview

- The plans are going from strength to strength. 2026 has been the most successful year so far.
- Up to 29 posts have been filled (currently 24)
- We have received 375 applications for posts this year (an increase of 120% from 2025). This follows a successful comprehensive marketing and engagement plan.
- In addition to this, 16 individuals have been added to the talent pool. The talent pool has been established to keep track of candidates who have participated in the recruitment process and have shone but have not been successful.

Apprenticeship Scheme:

- The Scheme has provided an opportunity for 104 apprentices since its launch
- 21 new apprentices have been appointed for this year, in the areas of Finance, Civil Engineering, Digital, Business, Electrical, Footpaths and access, and arboriculture among others.
- Over 50% of appointments are women and many are in technical fields.
- Over 80% of the apprentices who have started are between 16 and 20 years old.

Cynllun Yfory (Council Graduate Scheme):

- Since 2017, the Council has appointed 52 professional trainees, with over 95% of trainees having been offered a job at the end.
- 8 new professional trainees have been appointed in the areas of Finance and Accounting, land maintenance, Health, Safety and Well-being, Marketing, and Engineering to name but a few.

HUMAN RESOURCES AND PAYROLL SYSTEM

A new human resources and payroll system will be introduced to the Council over the coming months. That need has arisen as the current payroll system will come to an end in winter 2026. From a data perspective on HR issues, this development is exciting and will be a major step forward; these types of systems can offer features to facilitate the work of managers and

the supporting teams and means that we will be able to report to you on new information headings in due course. The project is ambitious in terms of timescales and is a significant priority for the next 12 months.

CONCLUSIONS

This report provides high-level information, but this type of information at a more detailed level is helpful to managers and advising officers when planning services and identifying promptly the issues that require further investigation and action.

The main messages are:

- A further reduction in the number of employed staff.
- The gender pattern of the workforce remains constant.
- A workforce with an age profile that highlights the importance of long-term workforce planning.
- A slight decrease in the staff turnover rate.
- Sickness absence levels remain high, especially long-term illness.
- Stress continues to be the leading cause of sickness absences

These factors will continue to inform the HR Service's priorities over the coming year. Reflecting on workforce data over the past period reinforces and informs future strategic decisions – about our services, our budgets and the capacity of our workforce to cope with future demands. The Service will focus on the following areas to try to address these:

1. **Workforce Planning:** Develop a strategic workforce plan to support succession planning, skills development and ensure that the Council has the necessary capacity and expertise to deliver services in the future.
2. **Integrated HR/Payroll System:** Support the successful implementation of the new system and take advantage of opportunities to improve processes, management information and data usage.
3. **Policies and Training:** Review employment policies and procedures in order to respond to legislative changes (e.g. Employment Rights Act) ensuring that managers receive the appropriate support and training to implement those changes consistently and effectively.
4. **Attendance, Health and Well-being:** Continue to develop arrangements that support positive attendance at work, with a particular focus on reducing long-term absences, supporting staff mental health and well-being, and ensuring that managers have the tools and confidence to manage cases effectively and sensitively.
5. **Equal Pay:** Move forward with work relating to equal pay and review job appraisal arrangements to ensure fairness and consistency.
6. **Social Partnership:** Further strengthen the constructive relationship with the trade unions and develop social partnership arrangements across the Council.
7. **Equality, Diversity and Inclusion:**
   Implement the relevant actions from the Equality Plan 2024-28, ensuring that equality, diversity and inclusion considerations are embedded in all aspects of the service's work and the Council's employment decisions.

4. VIEWS OF THE STATUTORY OFFICERS

4.1 Chief Finance Officer

The report contains useful information for dealing with the Council's employment and workforce development issues. The decision sought does not create a commitment for additional expenditure.

4.2 Monitoring Officer

The report provides an important overview of the staffing and employment situation in the Council. I have no further observations to add in relation to propriety.

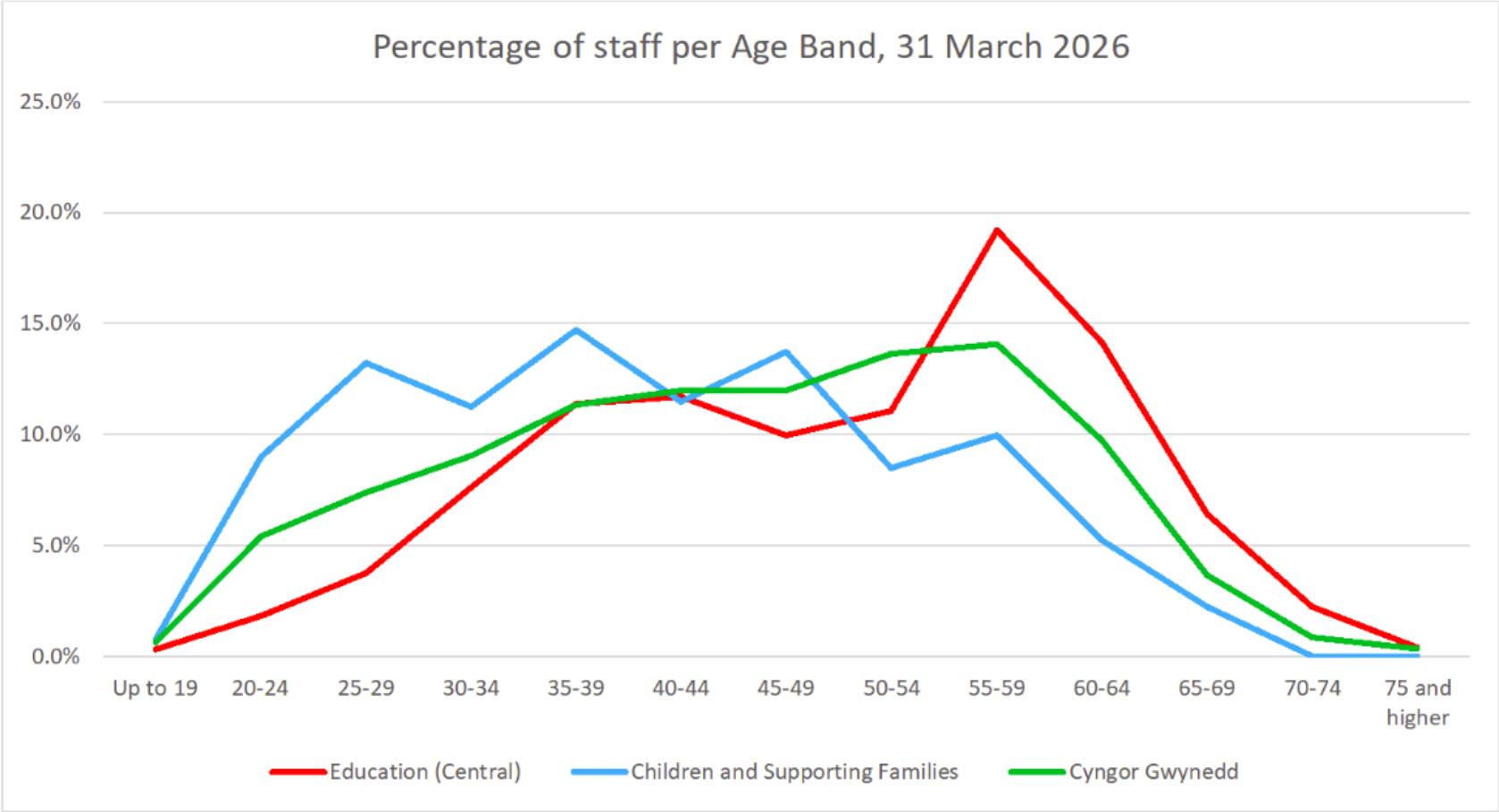
APPENDIX 1

A) Council staff age profile across departments

This displays the age profiles of the departments together in a single table, as a percentage of the department total. The heatmap is column-based, showing the highest values within a specific department (darker colours indicate the highest percentages).

		Departments												
		Education (Central)	Education (Schools)	Environment	North And Mid Wales Trunk Road Agent (NMWTRA)	Finance	Economy and Community	Corporate Services	Adults, Health and Wellbeing	Children and Supporting Families	Highways, Engineering and YGC	Housing and Property	Corporate Leadership Team	Cyngor Gwynedd
Age Bands	Up to 19	0.3%	0.5%	0.0%	0.9%	0.9%	0.0%	1.2%	1.2%	0.7%	0.2%	0.9%	2.0%	0.6%
	20-24	1.8%	6.2%	6.9%	4.9%	9.2%	7.3%	6.1%	4.7%	9.0%	5.7%	0.9%	5.1%	5.4%
	25-29	3.8%	8.4%	6.4%	5.8%	9.2%	6.2%	12.7%	3.9%	13.2%	9.0%	11.7%	7.1%	7.4%
	30-34	7.6%	10.2%	5.0%	10.7%	15.6%	6.2%	7.9%	7.8%	11.2%	6.6%	10.8%	7.1%	9.0%
	35-39	11.4%	12.3%	10.1%	16.0%	10.1%	9.0%	10.3%	10.0%	14.7%	10.9%	2.2%	11.1%	11.3%
	40-44	11.7%	13.3%	11.1%	13.8%	11.5%	10.1%	15.2%	9.5%	11.5%	9.9%	12.1%	13.1%	12.0%
	45-49	10.0%	13.8%	11.7%	10.7%	11.9%	15.7%	10.3%	10.2%	13.7%	9.5%	9.4%	14.1%	12.0%
	50-54	11.1%	14.3%	17.2%	12.4%	11.5%	16.9%	17.0%	15.8%	8.5%	12.5%	12.1%	15.2%	13.6%
	55-59	19.2%	11.8%	17.2%	15.6%	13.3%	11.2%	11.5%	16.2%	10.0%	14.2%	16.1%	8.1%	14.1%
	60-64	14.1%	6.3%	8.8%	7.6%	6.4%	9.0%	7.3%	14.4%	5.2%	14.2%	17.0%	12.1%	9.7%
	65-69	6.4%	2.1%	4.5%	1.8%	0.5%	6.2%	0.6%	5.2%	2.2%	5.9%	4.0%	5.1%	3.6%
	70-74	2.2%	0.6%	0.8%	0.0%	0.0%	1.7%	0.0%	0.7%	0.0%	1.2%	1.8%	0.0%	0.9%
	75 & higher	0.4%	0.4%	0.3%	0.0%	0.0%	0.6%	0.0%	0.4%	0.0%	0.2%	0.9%	0.0%	0.3%
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

APPENDIX 1



The graph above compares the age profile of departments – the two 'youngest' and 'oldest' departments are shown in comparison to the Council as a whole (based on percentages), with the Children and Supporting Families Department having the youngest workforce overall and the Education Department having the oldest.

APPENDIX 1

B) Age bands across pay bands

This displays age bands across pay bands together in a single table as a percentage of the total pay band. The heatmap is column-based, showing the highest values within a specific pay band (with darker colours indicating the highest percentages).

		Salary Bands					
		GS	S	PS	UR	Leadership & Higher	Cyngor Gwynedd
Age Bands	Up to 19	1.17%	0.07%	0.00%	0.00%	0.00%	**0.61%**
	20-24	7.73%	6.21%	0.26%	0.00%	0.00%	**5.40%**
	25-29	5.54%	12.96%	7.14%	0.67%	1.30%	**7.40%**
	30-34	7.00%	10.32%	13.06%	4.03%	2.60%	**9.03%**
	35-39	9.34%	12.35%	14.80%	14.77%	5.19%	**11.35%**
	40-44	9.51%	11.61%	17.25%	16.78%	11.69%	**11.96%**
	45-49	10.33%	11.07%	14.99%	22.82%	22.08%	**11.99%**
	50-54	12.31%	12.82%	15.89%	22.15%	27.27%	**13.65%**
	55-59	15.99%	12.96%	10.55%	12.75%	23.38%	**14.07%**
	60-64	13.22%	7.42%	4.83%	4.70%	6.49%	**9.72%**
	65-69	5.75%	1.96%	1.03%	1.34%	0.00%	**3.65%**
	70 and higher	2.10%	0.27%	0.19%	0.00%	0.00%	**1.18%**
		100%	**100%**	**100%**	**100%**	**100%**	**100%**

CYNGOR GWYNEDD CABINET

Report to the Cabinet

Date of Meeting:	**13/10/26**
Cabinet Member:	**Councillor Llio Elenid Owen**
Contact Officer:	**Ian Jones**
Contact number:	**01286 679335**
Item Title:	**Annual Report on Health, Safety and Well-being**

1 DECISION SOUGHT

This report is submitted to the Cabinet so that members have an essential overview of the main health and safety matters that arose during 2025/26.

2 THE REASON FOR THE DECISION

There is no need for a specific decision. Instead, this report is submitted because Cabinet members need to be aware of the matters outlined in this report, and have a strategic overview of the current situation for the purposes of managing health and safety effectively within the Council.

3 INTRODUCTION

This report outlines the main points that you, as Cabinet Members, need to be aware of in relation to the Council's performance on health and safety matters. The report outlines the main matters raised during the year.

4 ANY CONSULTATION UNDERTAKEN PRIOR TO MAKING THE DECISION

Statutory Officers

Chief Finance Officer -

"The report conveys information to the Cabinet and the decision sought does not create a spending commitment. No comments from the perspective of financial propriety."

Monitoring Officer –

"The report explains the role of the Cabinet within our health and safety arrangements. It is appropriate that it receive this information which gives assurance in relation to our arrangements in this important area."

Introduction and Rationale

The Health, Safety and Well-being Service continues to play a key part in supporting Cyngor Gwynedd workers and managers, promoting a culture where health, safety and well-being are integral to the way that we plan, manage and provide services.

During 2025/26, there was a specific focus on strengthening governance arrangements, improving the use of data and developing a more proactive way in terms of risk management. Although the number of accidents and incidents reports has increased during the year, the number of the most serious incidents has reduced. This suggests a better awareness and more willingness amongst staff to report accidents and near misses, providing more comprehensive information to support improvements.

The work of the Safeguarding Models has continued across the Council's services, with analyses being shared with managers to identify strengths, areas for development and priorities for improvement. This work has contributed to a more consistent understanding of health and safety responsibilities and has helped services to plan their work programmes more effectively.

In addition, a new digital system was introduced to report accidents and incidents, giving better access to management information and to enable the identification of trends and risks in a more timely manner. Also, a random alcohol and drugs tests pilot was conducted as part of the Council's ongoing commitment to ensuring a safe and supportive work environment.

These developments reflect the Council's commitment to ensuring ongoing improvement, strengthening health and safety management arrangements and supporting the well-being of workers to provide safe and effective services to the people of Gwynedd.

Accident Statistics 2025/26

During 2025/26, the Health, Safety and Well-being Service received a total of 4,347 reports of incidents. This continues the trend of a gradual increase in the number of reports seen since 2022/23.

Although this increase appears significant at first, it is likely that it reflects a better reporting culture across the Council instead of an equivalent increase in serious incidents. Over recent years, the Council has significantly invested in raising awareness, developing the skills of managers and promoting the importance of recording incidents and near misses.

Many factors have contributed to this, including restarting IOSH Managing Safely training programmes following the pandemic, ongoing work to encourage the reporting of violent incidents within relevant services, particularly within schools, and the training provided to managers as part of the implementation of the new incident reporting system during the final quarter of the year.

The increase in the number of reports provides a more comprehensive picture of the risks and incidents that happen across the Council, enabling services and leaders to identify trends, target control measures and support ongoing improvements in health and safety.

Chart 1 shows the numbers compared with historical years.

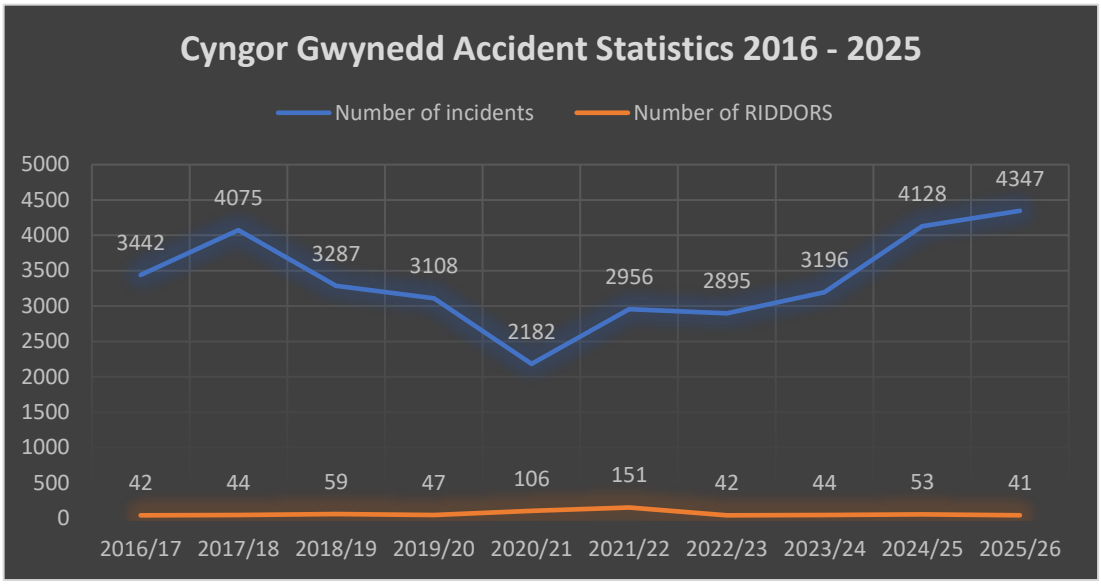


Chart 1: Number of Incidents Per Year

Chart 1 also shows the number of most serious incidents, namely those that are reportable under the Recording Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR). During 2025/26, 41 of these types of incidents were recorded.

Although the total number of reports has increased during the year, this increase has not been reflected in the number of the most serious incidents. Indeed, the number of RIDDOR reports has decreased compared with the previous year. This gives some sort of assurance that the increase in reports is likely to reflect a better awareness and a stronger reporting culture across the Council, instead of an equivalent increase in serious incidents.

Following a request by the Cabinet members in the previous annual report, detailed information has now been included about the number of incidents on a departmental level. Chart 2 shows the total number of reports received within each department, whilst Chart 3 shows the number of reportable incidents under RIDDOR. This information helps to identify trends within individual services and support the process of targeting resources, training and control measures where required.

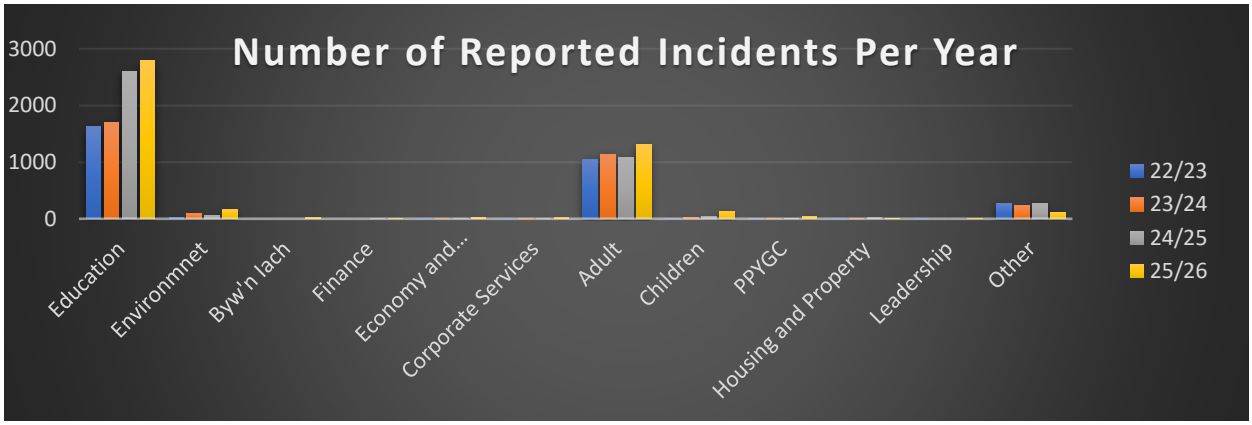


Chart 2: Number of reports per department and year

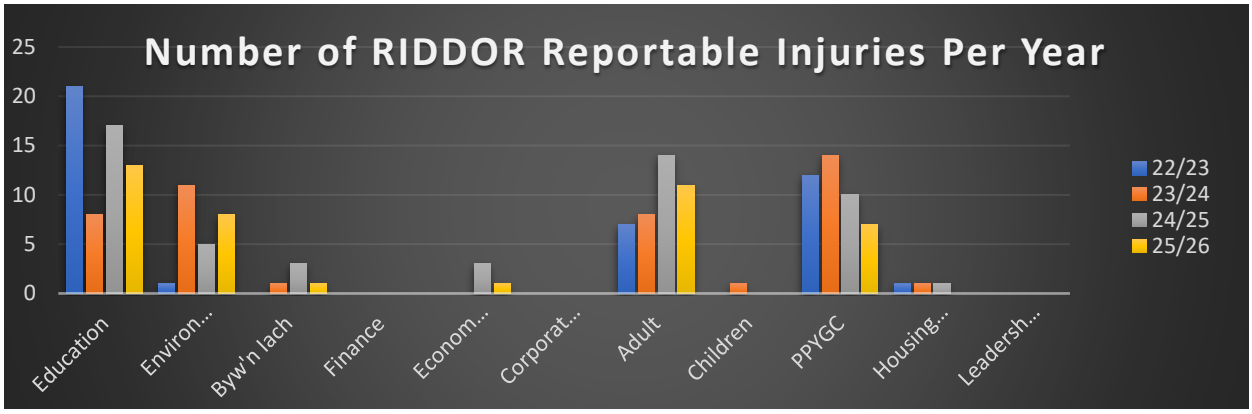


Chart 3: Number of RIDDOR reports per department and year

In terms of the types of incidents reported, see the two following charts. Chart 4 shows the RIDDOR categories used to report incidents during 2025/26, compared with previous years.

Overall, there is no significant change in the pattern from year to year, with the main categories remaining relatively consistent. This suggests that no new risk or unusual trend has emerged during the year, and the nature of the most serious incidents is similar to what was seen historically.

This information helps the Council to ensure that resources, training and control measures continue to focus on the areas of risk that have been consistent over a period of time.

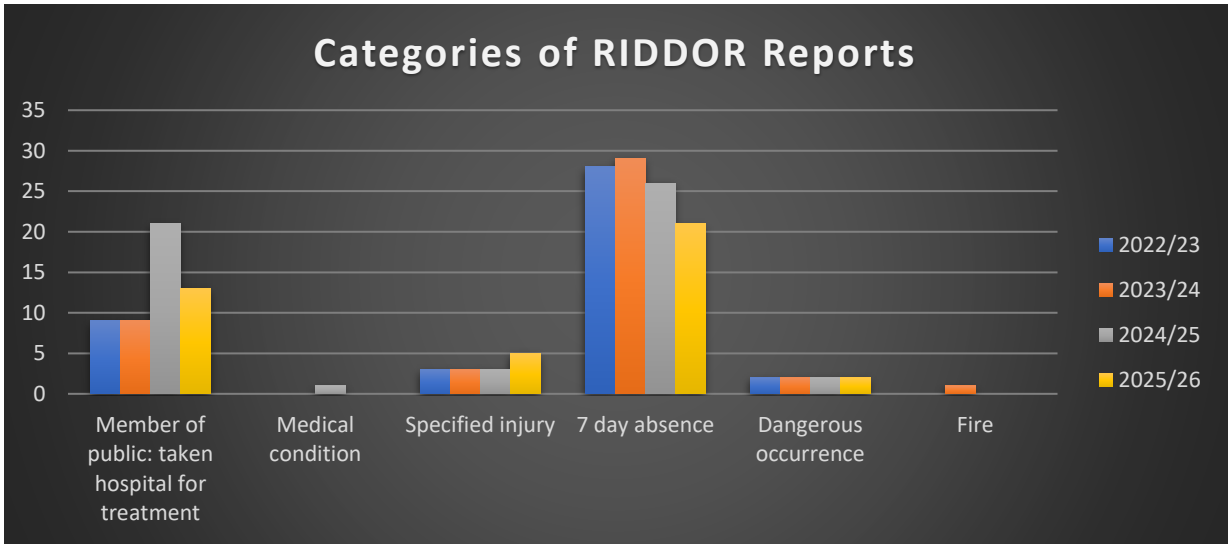


Chart 4: Categories of RIDDOR reports each year

In ***Chart 5,*** the main categories of incidents that lead to RIDDOR reports can be seen.

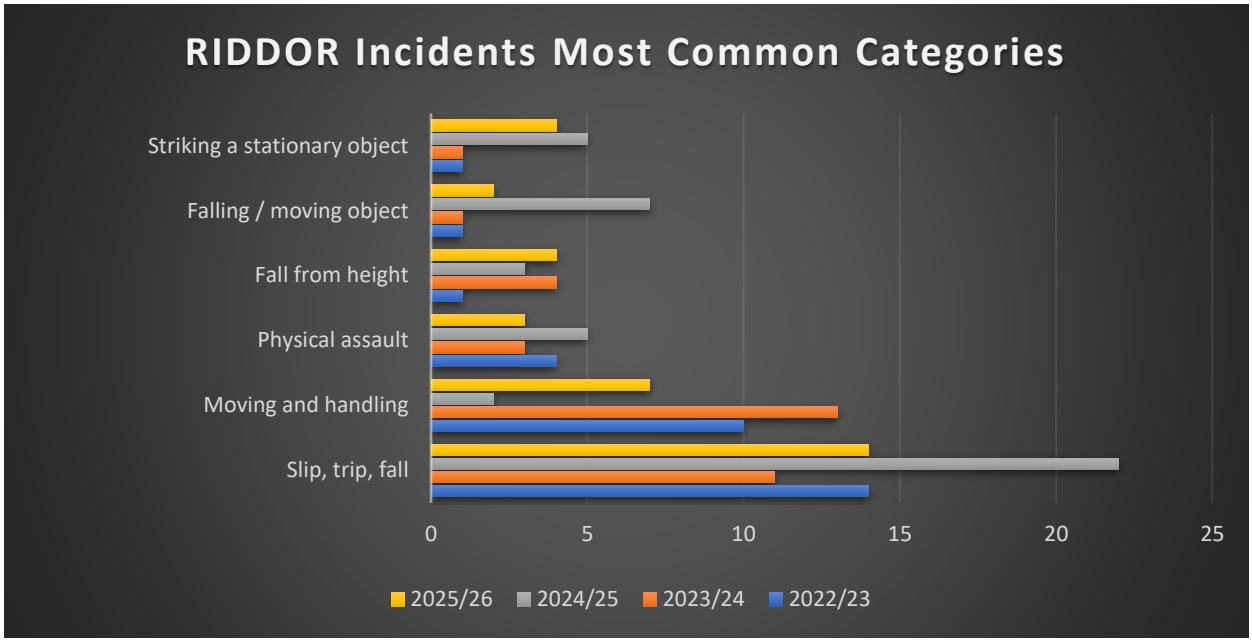


Chart 5: The most common categories of incidents reported under RIDDOR

In November 2025, a pilot was started for the new Health and Safety Incident Reporting System. Following a successful trial period, the system was introduced across every service in January 2026. To support its implementation, the Health and Safety Unit provided training to 449 managers and team leaders, with more sessions arranged during 2026/27.

The new system represents a significant step forward in the way that the Council manages and monitors health and safety incidents. It provides a simpler and more accessible process to report incidents, improves access to management information and enables trends and areas of risk to be identified more effectively.

It is intended to record the training sessions to ensure that the material is available to managers who were unable to attend the live sessions, and the content will also be included in the IOSH Managing Safely programme for new managers. In accordance with the action plan, the intention is to fully transfer to the new system from 1 April 2026, with the paper system and the digital system running alongside until then.

The system includes many features designed to improve incident management arrangements across the Council, including:

- online reporting forms available to every staff member through their Self-service account;
- the ability to report incidents, violent incidents and other incidents that have impacted staff members or the public;
- simpler arrangements to report near misses and dangers, supporting a more proactive method of identifying and managing risk;
- management dashboards that enable managers to monitor incidents within their teams and services;
- standard investigation process for managers; and
- a facility to record and monitor improvement actions following investigations.

Enforcement and Compliance

During 2025/26, the Health and Safety Executive (HSE) conducted a visit to Cyngor Gwynedd as part of a national programme of inspections within local government.

The visit focused on compliance with legislation relating to storing and using plant protection products. HSE officers visited Parc Padarn, Parc Glynllifon and the Land Maintenance Service at Cibyn to review pesticide storage, use and management arrangements.

The inspection included reviewing the suitability of storages, the competence of individuals using the products, record-keeping arrangements, the condition of relevant equipment and compliance with associated legislative requirements.

On the whole, the result of the inspection was positive, and no significant matters were raised that meant there was a need for formal enforcement action. Verbal advice was given on a small number of practical and administrative matters to further strengthen arrangements.

The main recommendations related to:

- pesticide storage signs;
- the availability of emergency equipment, including eye wash;
- providing appropriate discharge packages;
- disposing of unlabelled products;
- ensuring consistency in spray records.
- Cyngor Gwynedd has a month to implement the verbal advice as they were only minor findings.

All the relevant actions have been identified and implemented within the timetable noted by HSE. The result of the inspection provides assurance that the Council's arrangements for managing plant protection products are generally effective and comply with the relevant requirements.

Developing the Service's Capacity and Sustainability

During 2025/26, the Health, Safety and Well-being Service continued to respond to capacity pressures and an increasing demand across a wide range of work areas. Despite changes within the workforce during the year, the service has continued to deliver its work programme and develop capacity for the future.

As part of this work, the Service was successful with an application for funding to establish an additional Health, Safety and Well-being Adviser post to support the Adults, Health and Well-being Department and the Children and Supporting Families Department. The new post will strengthen the service's capacity, provide more specific support to services acting in complex environments and with a high level of health, safety and well-being responsibilities.

In addition, the Service continues to invest in developing the workforce by supporting professional trainees within the Health and Safety and Occupational Health teams. This contributes to developing internal expertise, succession planning and ensuring that the service has the necessary skills and information to respond to future requirements.

These developments reflect an ongoing commitment to ensuring that the service has the capacity, the expertise and the necessary resilience to support the Council in managing its health, safety and well-being responsibilities.

The Service's Work Programme: Health and Safety

During 2025/26, the Unit continued to develop and strengthen health and safety arrangements across the Council. The work programme included reviewing policies and procedures, providing training, developing new systems and supporting services to manage risks effectively. The following sections summarise the main achievements during the year.

Review Policies and Procedures

During 2025/26, the Health and Safety Unit continued to review and update key policies and procedures to ensure that they remain up to date, reflect good practice and provide practical guidelines to managers and staff.

The following procedures were introduced to the Corporate Health, Safety and Well-being Panel, which includes trade union representatives, elected members and relevant officers from every part of the Council:

- **Machinery and Equipment**: A new procedure that explains the responsibilities of managers and workers in terms of using, inspecting and maintaining equipment safely, focusing on risk assessment, training and compliance.
- **Mental Well-being**: Existing guidelines were reviewed and combined to create one comprehensive procedure that aligns with the Council's Staff Well-being Plan and strengthens the support that is available to workers and managers.
- **Working from a Height**: The procedure was significantly updated to include more practical guidance, examples and control measures designed to help managers to reduce the risk of serious injuries and deaths.
- **Risk Assessment:** The procedure was reviewed to provide clearer guidelines on conducting risk assessments, using control measures and consider dynamic risk assessments.

As well as the work above, several other procedures were reviewed with minor amendments and updates, including:

- Computer Workstations
- Managing Contractors
- Intervention and Reasonable Force
- PAT Testing

This work ensures that the Council's policies and procedures continue to support effective management of health and safety, providing clear, consistent and current guidelines for managers and workers across the organisation.

Training

Training continues to be a key element of the Unit's work programme, supporting managers and staff to understand and carry out their health and safety responsibilities. During 2025/26, a variety of courses and development sessions were provided across the Council, focusing on strengthening risk management skills, improving compliance and supporting a positive culture of health and safety.

These are the course provided in 2025/26 and the numbers that were trained:

- **IOSH: Managing Safely**

IOSH: Managing Safely continues to be a core course for managers and supervisors, developing their understanding of health and safety responsibilities and their ability to manage risks effectively.

During 2025/26:

- 8 full courses and 4 refresher courses were held;
- 147 managers qualified;
- 70% of relevant managers and staff now have a valid certificate.

One of the main challenges that continues is ensuring that managers can allocate time to attend mandatory and recommended training in the context of operational pressures and service capacity. Although training provision is available, not every course is being run to its full capacity. The Service will continue to monitor attendance levels and work with Heads of Departments to ensure that developing health and safety competence is considered an essential element of effective management and reducing operational risks.

- **I-Act**

I-Act training continues to be an important element of the Council's commitment to supporting mental health and well-being in the workplace. The programme is planned to develop the skills of managers and team members to identify early signs of well-being concerns and maintain supportive discussions with staff when required.

During 2025/26:

- 8 courses were conducted;
- 78 managers and team leaders qualified;

49% of the relevant managers and staff have now completed the training.
The Occupational Health Unit continues to work with the Learning and Development Service to further promote the programme and increase participation levels across the organisation.

This training contributes to developing a culture where mental health and well-being is considered an integral part of managing people effectively, giving managers more confidence when supporting their team members.

- **Site Management**

The Site Management course is provided with the Housing and Property Department and focuses on managing key site risks such as fire, asbestos and legionnaire's disease.

During 2025/26:

- 7 courses were held;
- 41 managers completed the e-learning refresher;
- 142 managers qualified;
- 60% of the relevant managers have completed the training or the refresher within the last three years.

- **Manual Handling**

The Unit continued to provide a comprehensive programme of manual handling training to reduce the risk of injuries to staff and service users.

During 2025/26:

- 42 manual handling of objects courses were held;
- 47 manual handling of people courses were held;
- 1 emergency manual handling course was held;
- A total of 648 staff members qualified.

These numbers continued to show a high level of demand for the training across the Council.

- **Incident Reporting (Accidents and Near Misses)**

Following the introduction of the new Incident Reporting System, a specific training programme was developed to ensure that managers and team leaders can use the system effectively and support their teams to report incidents.

During 2025/26:

- 29 training sessions were held;
- 458 managers and team leaders were trained.

This training has been a key element of the successful implementation of the new system and has contributed to strengthening the reporting culture across the Council.

Generally, the training programme has continued to support the development of skills and competence of managers and staff across the Council. The high level of participation shows a continuous commitment to strengthening health and safety arrangements and ensuring that workers have the necessary information and skills to fulfil their duties safely and effectively.

Health and Safety Digital System

The first stage of the Health and Safety Digital System has now been implemented across the Council. The system enables every staff member to report incidents online through the Staff Self-service, whilst managers and heads of departments can monitor information and relevant trends through purposeful management dashboards.

Following introducing the system in the last quarter of 2025/26, an increase was seen in the number of incidents reported (see Chart 1). However, no equivalent increase was seen in the number of the most serious incidents, with the number of RIDDOR incidents reducing during the year. This suggests that the new system has contributed to strengthening the reporting culture across the Council, making it easier for staff to record incidents and near misses promptly.

The system also provides better access to management information, enabling services to identify trends, monitor performance and respond more effectively to health and safety risks.

The next step will be to develop the second part of the system to provide a central place to manage risk assessments, inspections and other health and safety information. The schedule of this development will depend on the Information Technology Service's wider priorities during 2026/27. However, the foundations have now been established to develop a more integrated corporate system that will support the Council's health and safety management arrangements in the long term.

Lone Working

During 2025/26, the lone working group continued to support the Council's services to identify and manage risks associated with workers fulfilling their duties on their own. A corporate review was conducted across the Council's departments to identify posts where it was not possible to remove or reduce all the risks to an acceptable level through normal management measures.

As a result of this work, it was noted that there was a need to provide 131 personal safety devices across the Council's services. This was decided following a review of the residual risks that remain in some activities, despite appropriate management measures. In a number of cases, the devices will be shared between workers instead of allocated to specific individuals, reflecting the operational needs of the relevant services.

As part of the Council's duty of care, work was done to identify a suitable solution that would enable workers to call for support quickly in an emergency and provide appropriate monitoring arrangements. Following an evaluation of a number of providers, it was decided to work with Conwy Council to implement a system that fulfilled the needs of the two authorities and provide a Welsh-medium service.

The operational arrangements have now been completed, with training for managers arranged and the process of introducing the devices proceeding. It is expected that this development will strengthen the Council's arrangements to safeguard workers facing the most risks when carrying out their duties.

Security Models

During 2025/26, the work of the Safety Models continued as part of the wider effort to strengthen a health and safety culture across the Council. An analysis of the Safety Models questionnaire was conducted, with the results being presented to most of the Council departments by the end of the year.

The work has provided a clearer picture of existing strengths, areas for development and the actions needed to support further improvement. It has also helped services to assess their existing arrangements against the Safety Models standards and note priorities for the future.

Progress against the actions noted is monitored through the Corporate Health and Safety Forum. To strengthen monitoring arrangements and ensure a corporate overview of progress, it was agreed to record the project and associated actions through Microsoft Planner. This will enable services and the Corporate Forum to track progress, share good practice and monitor developments in a more consistent way across the organisation.

It is expected for this work to play a key part when supporting long-term cultural change, helping services to develop more mature and effective arrangements to manage health and safety and reach the standards noted within the Safety Models.

Alcohol and Drugs

During 2025/26, the work of implementing the Alcohol and Drugs Policy continued, which was developed through a collaborative process that included trade union representatives from the early stages of the review. This partnership approach was key when ensuring that the policy reflected the needs of the services, the workforce and the Council's responsibilities as an employer.

Following the policy's approval from the Corporate Health, Safety and Well-being Panel, there was further work to ensure that relevant job categories were reviewed and recorded within the Council's systems. During 2025, a further period of engagement and communication was held with managers to support the consistent implementation of the new arrangements across services.

As part of the implementation process, a pilot of random alcohol and drugs testing was held. The pilot was successful and provided valuable information regarding the implementation of the new arrangements. In addition, the pilot contributed to raising awareness of the policy and created opportunities for workers to have a better understanding of the arrangements established to support health, safety and well-being in the workforce.

Where it was noted that additional support or advice was required, appropriate arrangements were in place to signpost individuals to relevant services, including the Occupational Health Unit. This reflects the policy's core principles, namely promoting a safe work environment whilst ensuring that appropriate support is available for workers when required.

This work has helped to strengthen the Council's arrangements in this field by combining risk management measures with a supportive method that emphasises well-being, awareness and joint responsibility.

Manual Handling of People

In conjunction with the Workforce Development Service in the Health, Safety and Well-being Department, the Manual Handling Trainer has contributed to a project to strengthen the standards of manual handling of people training, focusing specifically on the Residential Service with the intention of rolling out the approach across the Council.

As part of this work, the Adults Department invested in BTEC Train the Trainer training for key workers within residential homes. This was an opportunity to develop local expertise within the services, increasing the ability to support and develop staff in the workplace.

To ensure consistency in terms of the standards and content of the training, the Manual Handling Trainer worked with the Occupational Therapists Team Leader to develop standard guidelines for general manual handling activities. This work provides a consistent framework to train, assess competence and support safe work practices across services.

During 2026/27, it is intended to introduce a standard training folder for these key workers, with the material being developed further over time. This will support the work of providing practical guidance for new staff, conducting competence checks and contributing to developing robust and consistent manual handling risk assessments.

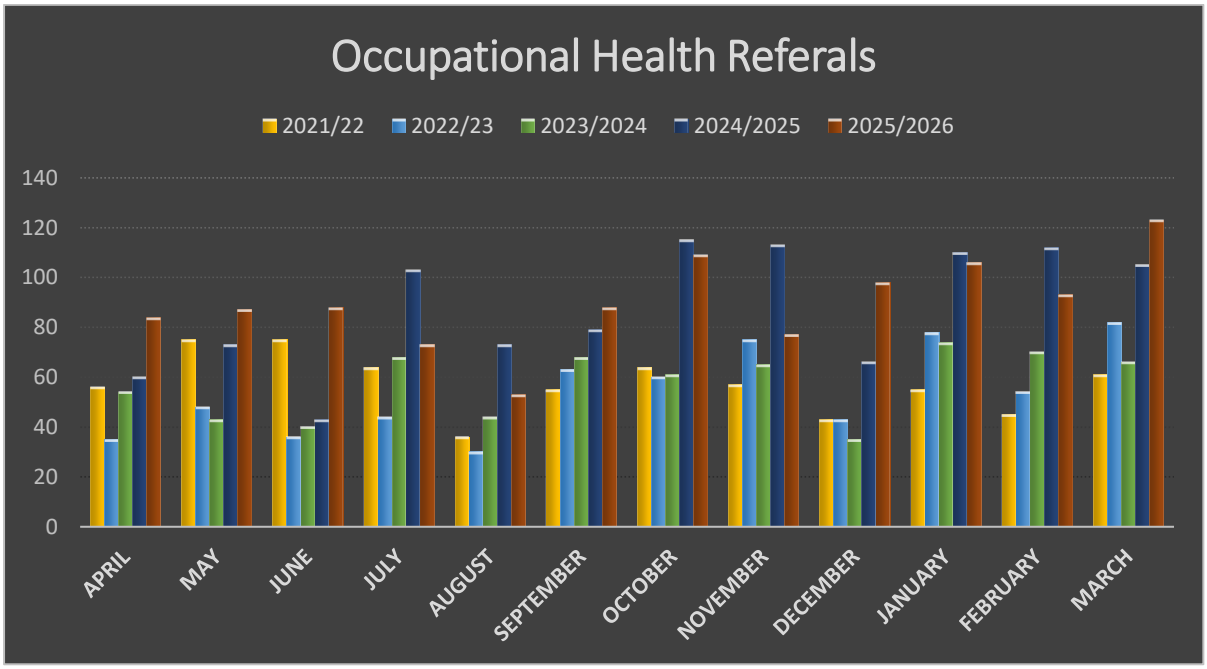
It is expected for this work to strengthen governance arrangements and ensure more consistency in the way that the manual handling of people training is provided across the relevant services.

The Service's Work Programme: Occupational Health

The Occupational Health Unit continues to have a key role in supporting the health and well-being of Cyngor Gwynedd workers.

During 2025/26, the Unit received a total of 1,079 referrals, compared with 1,052 during 2024/25. This represents the second consecutive year of increase in the number of referrals received by the service.

The increase in the number of referrals is likely to reflect an increased use of the service by managers, as well as the implementation of the staff sickness system that encourages and reminds managers to make referrals at appropriate times. This has contributed to ensuring that workers have access to advice and support in a timelier manner.



Occupational Health Referrals 2021/22 - 2025/26

Although the increase in referrals shows that workers and managers benefit from the support available, it also comes alongside an increase in the complexity of some cases. 36% of the referrals related to personal stress and 13% related to work-related stress.

Matters relating to mental health, well-being and stress continue to account for a significant proportion of the Unit's work, with many cases asking for support and intervention over an extended period.

The increase in referrals and the complexity of some cases reflect wider challenges that are experienced by employers across Wales and Britain. National statistics show that work-related stress, depression and anxiety continue to increase and represent the biggest category of work-related stress in Britain.

This trend reiterates the importance of the preventative work that is being done across the Council in relation to staff well-being, developing managers and maintaining effective support arrangements for the workforce.

Health Surveillance

Health surveillance tests continue to be an essential element of the Unit's statutory work, ensuring that the Council complies with legal requirements and safeguards the health of the workforce.

During 2025/26, an important milestone was reached for the service with the decision to establish a permanent Occupational Health Officer post. This provides long-term stability for the service and strengthens the Council's ability to fulfil its statutory responsibility in health surveillance.

During the year, 439 individuals received health surveillance tests. Following changes to the relevant requirements and guidelines, there is a need to call 350 individuals back for additional hearing tests sooner than previously anticipated. This is equivalent to approximately 79% of the individuals that were included in the programme.

Conducting a robust health surveillance programme continues to be an important element of the Council's statutory responsibilities. In response to the increasing demand and the need to maintain effective arrangements in the long term, the Unit has strengthened its monitoring and administrative processes, improved recording arrangements and increased capacity to ensure that the programme is implemented effectively and sustainably.

Establishing the permanent Occupational Health Officer post provides a strong foundation to further develop the service and ensure that the Council continues to fulfil its statutory responsibilities in this field.

Staff Well-being

The Occupational Health Unit has continued to work closely with Human Resources and service departments to support the health and well-being of workers across the Council.

During 2025/26, there was a specific focus on using information about sickness absences to identify services and locations where sickness levels were higher than expected. In response, visits that were targeted by the service were conducted to provide health checks and raise awareness of the support available for workers.

During the year, sessions were held in many schools, including Ysgol Friars, Ysgol Tryfan and Ysgol y Moelwyn, following discussions with the relevant services and reviewing absences data where appropriate.
As well as this direct work, the Unit continued to support the corporate well-being programme by contributing to communication campaigns and staff awareness, including:

- Stress Awareness and Cancer Raising Awareness (April 2025)
- Mental Health Week (May 2025)
- Well-being Champions Awareness (June 2025)
- Promoting the MEDRA service and the new referral arrangements (July 2025)
- "Know Your Numbers" campaign and blood pressure checks (September 2025)
- World Mental Health Day (October 2025)
- Stress Awareness Week (November 2025)
- Dry January and Blue January (January 2026)
- Awareness of national screening programmes (February 2026)

This work is part of a wider effort to support the health and well-being of workers, improve access to information and support, and help services to get to grips with matters that could contribute to sickness absences.

In addition to the work achieved on behalf of Cyngor Gwynedd, the Service managed to ensure a further extension to the service level agreement with Isle of Anglesey County Council during the year. As part of this arrangement, the Unit provides Occupational

Health services to the authority, including holding two weekly clinics at Isle of Anglesey County Council sites. The arrangement reflects the continuous confidence in the quality and professionalism of the service provided by the team.

This work programme reflects an integrated method of supporting the health, safety and well-being of Council workers. The collaboration between Occupational Health, Health and Safety, Human Resources and Learning and Development continues to be a key factor in responding to the ever-changing needs of the workforce and developing a culture that prioritises health, safety and well-being.

Health and Safety Management Systems Inspections

ISO 45001

ISO 45001 accreditation continues to be an important acknowledgement of the health, safety and well-being management standards within Cyngor Gwynedd. Currently, the system is implemented within the Highways, Engineering and YGC Department, with BSI conducting external inspections and monitoring the system every six months.

During 2025/26, the Department managed to maintain its ISO 45001 accreditation, and no significant matters were raised during the external inspections. In addition, the Department continued to conduct a programme of internal inspections, regular reviews of the risk register and discussions through the relevant forums to ensure that health and safety arrangements continued to be effective.

Although the inspections noted some areas where arrangements could be strengthened further, appropriate steps were implemented to address these matters. This work reflects the Department's continuous commitment to continuous improvement and maintaining a high standard of health and safety management.

The ISO 45001 system continues to provide independent assurance that the Department's health and safety management arrangements are implemented effectively, whilst also supporting the wider work of developing and improving health and safety arrangements across the Council.

Residential Site Management

During 2025/26, officers conducted inspections of the site management arrangements within the Council's residential homes. This included reviewing the content of the "blue boxes", which includes key information and relevant documentation to manage site risks such as fire, asbestos and legionella disease.

Overall, the inspections provided assurance that the site management arrangements were effective, with most of the documents, records and statutory checks being up-to-date and conducted as required.

However, it was noted that there was a small number of areas where there was a need to further strengthen arrangements. These related mainly to ensuring that management policies and plans were reviewed and updated promptly, as well as ensuring consistency in the process of completing and recording some fire and legionella disease checks.

Feedback and recommendations were given to the relevant site managers, and a brief report was shared of the findings with the area managers. The results will be used to support ongoing improvement and ensure that site management standards remain consistent across the service.

CYNGOR GWYNEDD – Report to Cyngor Gwynedd Cabinet

Title of Item:	**Annual Monitoring Report Local Development Plan 2025-2026**
Cabinet Member:	**Cllr Craig ab Iago, Cabinet Member for the Environment**
Relevant officer:	**Gareth Jones, Assistant Head of Department**
Date of meeting:	**13 October 2026**

1. THE DECISION SOUGHT

That Cabinet receive Annual Monitoring Report 8 (Appendix 1) and agree to submit to Government by the end of October 2026.

2. THE REASON WHY THE CABINET NEEDS TO MAKE THE DECISION

2.1 The Town and Country Planning (Local Development Plan) (Wales) Regulations 2005 set out the need to monitor the Local Development Plan (LDP) annually and to submit an Annual Monitoring Report to the Welsh Government by 31st October each year.

2.2 As with the previous two Annual Monitoring Reports, as the joint working arrangement between Cyngor Gwynedd and the Isle of Anglesey County Council on Planning Policy matters has now come to an end, the contents of this AMR focusses solely on evidence specifically relevant to the Gwynedd Local Planning Authority. The information presented in this report will serve as valuable evidence to support the preparation of the Local Development Plan (LDP) for Gwynedd.

2.3 This Report presents the eighth Annual Monitoring Report for the period 1 April 2025 - 31 March 2026 along with the Planning Policy Working Group's comments on the document.

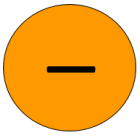
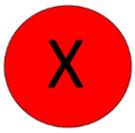
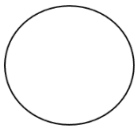
3. INTRODUCTION AND RATIONALE

3.1 Background

The Monitoring Framework (Chapter 7 in the Plan)

3.1.1 The AMR provides an important evidence base for the review of the Joint LDP and over time AMR can show trends, identify any policies that are delivering or not, and highlight if there is any policy void or omission. The Gwynedd and Anglesey JLDP has a monitoring framework which was agreed with the Inspector during the Examination in Public. The Monitoring Framework can be found in Chapter 7 of the Joint LDP. There are 70 indicators, which report on the 5 themes in the JLDP.

3.1.2 As a visual aid when monitoring the effectiveness of policies and to provide an overview of performance, key indicators and outcomes are shown in the table below:

Symbol	Description	Number of Indicators
	Local policy contributes to achieving Plan objectives and performs in accordance with, or better than, expectations.	29
	The policy target is currently not achieved as anticipated but this is not leading to concerns regarding policy implementation.	19
	Local policy does not provide expected results and there are resulting concerns regarding Policy implementation.	5
	There is no conclusion - available data is scarce.	2
Number of Indicators that have been achieved		12
Number of indicators no longer reported (relevant to the Isle of Anglesey Local Planning Authority Area)		3

3.1.3 There is an expectation that every monitoring framework includes core indicators related to the following:

Core indicator	Cyfeirnod yn y Fframwaith Fonitro

The spatial distribution of housing development	D25
The annual level of housing completions monitored against the Anticipated Annual Build Rate (AABR).	D47
Total cumulative completions monitored against the anticipated cumulative completion rate.	D44
Number of affordable housing constructed compared to the target in the Plan.	D47
The type of affordable housing constructed (tenure).	Not currently being monitored
Employment land take-up against allocations.	D32 & D33
Market viability for housing developments.	D50
Housing development rate on allocations.	D45 & D46*
Developing key infrastructure projects.	Not currently being monitored
Gypsy and Travellers accommodation sites that are developed.	D56*, D57 & D58
Scale / type of highly vulnerable development permitted within C2 flood risk areas.	D18

*Not reported on, as they specifically apply to the Isle of Anglesey County Council's Local Planning Authority Area.

3.1.4 Other indicators seen in the Monitoring Framework of the Joint Local Development Plan are specific to the area of the JLDP.

3.1.5 The table below provides the actions available in the Monitoring Framework. Other actions could be relevant, depending on the circumstances, e.g. amending adopted supplementary planning guidance. An action has been identified against each indicator in the AMR as part of the analysis. A few indicators have a grey colour as the indicator has been achieved e.g. adoption of SPG. The table below outlines a summary of the actions following the assessment of the Monitoring Framework indicators:

Assessment	**Action**	**Number of indicators in the category**

Where indicators suggest that LDP policies are effectively implemented	No further action needed with the exception of continuing to monitor	42
Assessment of decisions on planning applications suggests that policies are not being implemented as intended	Perhaps an Officer and / or Member needs to be trained	0
Assessment suggests that additional further guidance is needed for those identified in the Plan in order i) to explain how policy should be implemented correctly, or ii) to facilitate the development of specific sites.	Publish an additional Supplementary Planning Guidance, that could include the development briefs of specific sites, work closely with the private sector and infrastructure providers, where relevant.	0
Assessment suggests that policy is not as effective as expected.	Further research and investigation required, which includes examining contextual information about the Plan area or topic field.	13
Assessment suggests that policy is not being implemented	Review the policy in accordance with that	0
Assessment suggests that the strategy is not being implemented	Review the Plan	0
Target has been met	No further action required	15

3.1.6 **Key findings of the AMR**

1. Permission granted for 215 new residential units (including applications to reconsider or extend expiry date of existing permissions) during 2025/26. See the distribution of these permissions in Appendix 2 of the AMR. 145 units (67.4%) were for affordable housing.
2. 118 homes were completed during the monitoring period.

3. 91 affordable housing units completed in 2025/26 which is 77% of the total completions for this year. Note these figures do not include housing that is affordable due to its location, and size in certain areas within the Plan area.
4. It is noted that 2805 units have been completed in the Gwynedd Planning Authority area between the base date (2011) and 2025/26, whilst the trajectory (conveyed for the Gwynedd Planning Authority area) notes a figure of 3712 units. This is therefore 24.4% lower than the figure in the trajectory.
5. 52.1% of the housing units[1] permitted during the AMR period are within the Sub-regional Centre and Urban Service Centres. 21.4% of units have been permitted within the Local Service Centres with a further 26.5% permitted in Villages, Clusters and Open Countryside.
6. In the AMR period (2025/26), 32.2% of housing units completed in the Gwynedd Planning Authority area are located on sites allocated for housing.
7. Average density of new housing permissions in the Gwynedd Planning Authority area during the AMR period is 19.93 units per hectare.
8. 5 affordable housing exception sites permitted in the Gwynedd Planning Authority area during this AMR period (46 units permitted on these sites).
9. No planning permission was given for a local market unit during this AMR period. No local market unit was completed during the AMR period.
10. In the last year, 80% of housing permissions on new sites (not including those applications to reconsider of extend the date on which the current permissions expire) that meet the relevant threshold have included the expected level of affordable housing on the site.
11. Out of the units granted permission and completed since the Plan's adoption the percentage of affordable housing is 55.8%.
12. The Council received 18 Appeals during the monitoring period with 7 being allowed. 3 of the appeals allowed relate to design issues and the impact of the proposal on surrounding amenities. These are therefore subjective matters and therefore do not undermine any policy in the Plan. Another proposal was granted on the basis that it was considered that the unit was subservient to the existing dwelling and therefore does not constitute a new independent housing unit in the countryside. This decision is consistent with the present JLDP policies. One decision approved the provision of a larger dwelling than the one to be demolished on the basis that it will not have a significant visual impact, with another decision deviating from the JLDP on the basis of not having to provide an affordable unit in a change of use proposal in the countryside. The implications of the rulings will need to be considered in the preparation of the new Local Development Plan. To the same extent there is a need to consider the appeal decision that specified that there wouldn't be a significant harm to the Welsh language from a

[1] New housing permissions or permissions to re-assess and to extend expiry date of prior permissions.

residential proposal, given the importance of this matter within the preparation of the Plan.

13. One of the strategic objectives of the Joint LDP is to facilitate diversity in the rural economy. That objective has been fairly successful during the AMR period, with permissions having been given for a few employment uses which include commercial offices, office accommodation and portable office units (and parking for staff).
14. Of the applications which were submitted with either a Welsh Language impact assessment or a statement, 3 applications were refused partly due to linguistic issues and 8 applications were granted permission with a planning condition for linguistic mitigation measures.

3.1.7 The conclusions from this and the previous AMRs provide an important evidence base when preparing the new JLDP. As is outlined above and within the Report in Appendix 1 some policy targets are not being met, these are however related to matters which are outside of the control of the JLDP. The JLDP provides a policy framework to support appropriate developments within the plan area. Where targets have not been met this is largely due to factors outside of the control of the JLDP. As set out in the conclusion of the Annual Monitoring Report all the issues that are discussed in the AMR will be considered when preparing the evidence base that will support the new policies of the Local Development Plan.

Reviewing the Plan

3.1.8 As members are aware work has begun in preparing a new Local Development Plan for the Gwynedd Local Planning Authority Area. The evidence and conclusions of the AMR will form part of the evidence base that will contribute to the preparation of the new plan. This AMR follows the same format as the previous ones but reports on the performance of Gwynedd LPA only.

3.1.9 The Anglesey and Gwynedd Joint Local Development Plan (JLDP), adopted in July 2017, will cease to form part of the statutory development plan on 31 December 2026 because its plan period (2011-2026) will have expired under the provisions introduced by the Planning (Wales) Act 2015. From 1 January 2027, until the Gwynedd LDP 2024-2039 is adopted, Future Wales: The National Plan 2040 will be the statutory development plan for Gwynedd and planning decisions must be made in accordance with it unless material considerations indicate otherwise. While the JLDP will no longer have development plan status, its policies can still be used as a material planning consideration where they align with the objectives and policies of Future Wales.

General opinion from Planning Policy Working Group

3.1.10 The following comments were received from members of the Working Group. A full record of the Working Group comments together with officer response to these are seen in Appendix 2.

1. The need for more context and comparison over time

The need to compare the results of the AMR more consistently with previous years was noted in order to identify trends and issues that require attention. The need to clarify the next steps, the main risks and external factors that have influenced the performance of the Plan was also emphasised.

It was suggested that the report should pay more attention to the external factors and wider circumstances that have influenced the results, such as the situation regarding the Wylfa project, in order to provide a more complete picture of the reasons for any failures or lack of progress against the targets.

2. Indicator D19

Further clarification was sought regarding the D19 indicator in the AMR, which relates to new developments on brownfield sites. In particular, it was asked why the status of the indicator is shown in orange (i.e. the policy target is currently not achieved as anticipated but this is not leading to concerns regarding policy implementation) when considering that the Report indicates that the information is not available. It is not possible to say one way or the other, i.e. the indicator may be delivering, but no information is available.

3. Appropriateness of targets and review of the performance of the Plan

It was noted that some of the Joint LDP's targets for population growth and employment have not been achieved. It was noted that consideration should be given to whether some outcomes reflect shortcomings in the Plan or the original assumptions rather than a failure in its implementation.

Whilst the importance of recognising the failure of an indicator or policy was noted, it was also highlighted that the AMR's indicators are entirely factual. It was highlighted that a higher percentage of affordable housing units have been delivered than what was anticipated, which reflects and supports the Council's strategic objectives.

4. Implications for the new LDP and policy issues

The implications of the performance of the current Plan for the preparation of the new LDP was discussed, including aspects relating to the Welsh language, affordable housing, density of residential development, and the relationship between economic growth, employment and the need for housing. The need to ensure that the policies and targets of the new Plan realistically reflect the evidence was emphasised.

Action following the Working Group meeting

3.1.11 Following the Working Groups observations, the following response is noted and includes one amendment to the AMR:

1. The performance and success of the indicators varies from year to year. The findings of the previous Annual Monitoring Reports in their entirety need to be reviewed in identifying those areas that need to be updated or reconsidered within the new LDP.
2. As there is currently no clear method of monitoring or measuring the success of indicator D19, it is considered necessary to review and strengthen the indicator to ensure that it provides a more robust basis for monitoring performance moving forward with the new LDP. The following text has been added to the AMR in response to this comment:

   As the required information is unavailable, it is not possible to conclude whether the indicator is being achieved or not.

   This matter will need to be considered as part of the monitoring framework for the new LDP.

3. Circumstances influencing the Joint LDP are subject to change and there is a statutory process in place to deal with changes faced. It is noted that the Joint Local Development Plan has demonstrated its ability to respond to unexpected circumstances and changes, citing the success of the affordable housing provision as an example of this. It was highlighted that planning policies are flexible enough to deal with unforeseen circumstances.
4. Agree that there is a need to review the content of the existing Joint LDP and all of its policies when preparing a new Plan. This AMR together with all previous ones provide factual information which will form part of the evidence base in the preparation of a new Plan.

3.2 Rationale and justification for recommending the decision

3.2.1 The Annual Monitoring Report contains factual information about the performance of the Joint Local Development Plan from 1 April 2025 to 31 March 2026. It forms part of the evidence base for the preparation of a new Local Development Plan. As set out in part 2 of this report the Town and Country Planning (Local Development Plan) (Wales) Regulations 2005 set out the need to monitor the Local Development Plan (LDP) annually and to submit an Annual Monitoring Report to the Welsh Government by 31st October each year.

3.3 Next Steps

3.3.1 Following any changes that may result from the discussion or any editorial changes which may be required for accuracy, a final version of the Annual Monitoring Report will be prepared and then submitted to the Welsh Government by 31 October 2026.

4.0 The views of the statutory officers

4.1 Head of Finance

Nothing to add from the perspective of financial propriety.

4.2 Monitoring Officer

No observations to add in relation to propriety.

Appendices:

Appendix 1– Joint Local Development Plan Annual Monitoring Report 2025-26

Appendix 2 – The minutes of the Planning Policy Working Group (dated 16 September, 2026) in relation to this item





Anglesey and Gwynedd Joint Local Development Plan 2011 - 2026

8th Annual Monitoring Report GWYNEDD 1 April 2025 - 31 March 2026

CYNGOR GWYNEDD

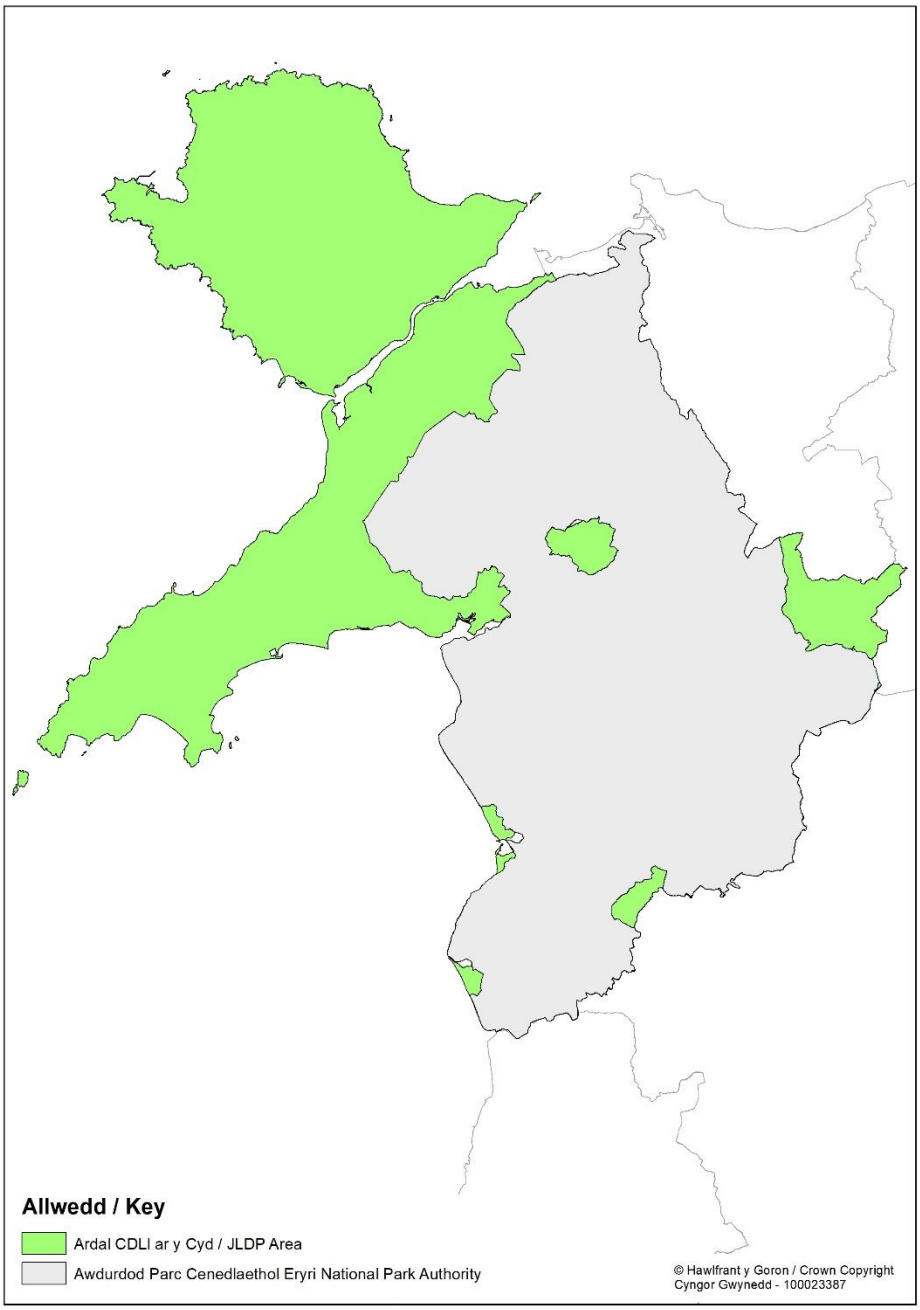
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EXECUTIVE SUMMARY

i. The Gwynedd and Anglesey Joint Local Development Plan (Joint LDP) was adopted on 31 July 2017. The Joint LDP area includes Anglesey and the Gwynedd Planning Authority area. It does not include the parts of Gwynedd that are within the Eryri National Park.



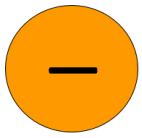
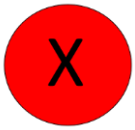
ii. Monitoring is a continuous part of the process of drawing up a plan. Monitoring is the connection between gathering evidence, the plan's strategy, and the work of drawing up policies, implementing policies, evaluating, and reviewing the Plan. The Monitoring

Framework is in Chapter 7 of the Joint LDP. It includes a total of 70 indicators[1] that are used to monitor the effectiveness of the Plan and its policies. It also includes a series of targets and defines thresholds that trigger further action, when required. The Monitoring Framework was developed in accordance with Welsh Government Regulations, and it was considered at the Public Inquiry for the Joint LDP.

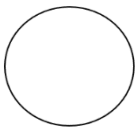
iii. As part of the Development Plan's statutory process, the Council must prepare an Annual Monitoring Report (AMR). The Monitoring Framework is the basis of the AMR. The AMR will record the work of assessing the indicators and any important contextual changes that could influence on the implementation of the Joint LDP. Over time, it provides an opportunity for the Council to assess the impact of the Joint LDP on social, economic, and environmental well-being in the Plan area.

iv. This is the eighth AMR to be prepared since the Joint LDP was adopted. This AMR looks at the period from 1st April 2025 to 31 March 2026 and focuses specifically on the Gwynedd Local Planning Authority area, see paras 1.13 – 1.15. It is a requirement to submit the Report to the Welsh Government and publish on the Councils website by 31 October 2026.

v. As a visual aid when monitoring the effectiveness of policies and to provide an overview of performance, key indicators and outcomes are shown in the table below.

Symbol	Description	Number of Indicators
	Local policy contributes to achieving Plan objectives and performs in accordance with, or better than, expectations.	29
	The policy target is currently not achieved as anticipated, but this is not leading to concerns regarding policy implementation.	20
	Local policy does not provide expected results and there are resulting concerns regarding Policy implementation.	5

[1] AMR 7 will be reporting on 55 indicators. The target for 5 indicators were met during AMR1 and for another 5 of the indicators during AMR2 one during AMR 3 and a further one during AMR6. Further, 3 of the indicators were specifically relevant to the Isle of Anglesey County Council - therfore there isn't a need to continue to monitor these indicators.

	There is no conclusion - available data is scarce.	1
Number of Indicators that have been achieved		12
Number of indicators no longer reported (relevant to the Isle of Anglesey Local planning Authority Area)		3

vi. A summary of the outcomes of assessing the indicators is shown in the following table:

Table A: Summary of conclusions from the Monitoring Framework indicators

Assessment	**Action**	**Number of indicators in the category.**
Where indicators suggest that LDP policies are effectively implemented	No further action needed with the exception of continuing to monitor	42
Assessment of decisions on planning applications suggests that policies are not being implemented as intended	Perhaps an Officer and / or Member needs to be trained	0
Assessment suggests that additional further guidance is needed for those identified in the Plan in order i) to explain how policy should be implemented correctly, or ii) to facilitate the development of specific sites.	Publish an additional Supplementary Planning Guidance, that could include the development briefs of specific sites, work closely with the private sector and infrastructure providers, where relevant.	0
Assessment suggests that policy is not as effective as expected.	Further research and investigation required, which includes examining contextual information about the Plan area or topic field.	13
Assessment suggests that policy is not being implemented	Review the policy in accordance with that	0
Assessment suggests that the strategy is not being implemented	Reviewing the Plan	0

Target has been met	No further action required	15

vii. As can be seen above most indicators do not require any further action apart from continuing to monitor. Some indicators have been coloured grey as they have been achieved and therefore no further action is required and therefore are not noted above. The information which derives from this and the previous AMRs are an important evidence base for the new Local Development

viii. A small number of indicators relate to the preparation of the Supplementary Planning Guidance (SPG), and it can be seen that the series of SPG was not prepared by the target date. However, in every case, reasons are recorded to justify the delay in preparing the SPG, which show that they will be considered for adoption as soon as is practically possible. Where an indicator relates to an SPG that has been adopted the action has been coloured grey as no further action is required in relation to that indicator.

ix. When assessing the performance of the Joint LDP, as well as considering the indicators, the AMR must consider any national, regional, and local contextual changes that have taken place in the previous year. The resulting impact of these changes on the Joint LDP must also be considered.

Key Findings of the AMR

1. Permission granted for 215 new residential units (including applications to reconsider or extend expiry date of existing permissions) during 2025/26. See the distribution of these permissions in Appendix 2. 145 units (67.4%) were for affordable housing.
2. 118 homes were completed during the monitoring period.
3. 91 affordable housing units completed in 2025/26 which is 77% of the total completions for this year. Note these figures do not include housing that is affordable due to its location, and size in certain areas within the Plan area.
4. It is noted that 2805 units have been completed in the Gwynedd Planning Authority area between the base date (2011) and 2025/26, whilst the trajectory (conveyed for the Gwynedd Planning Authority area) notes a figure of 3712 units. This is therefore 24.4% lower than the figure in the trajectory.
5. 52.1% of the housing units[2] permitted during the AMR period are within the Sub-regional Centre and Urban Service Centres. 21.4% of units have been permitted within the Local Service Centres with a further 26.5% permitted in Villages, Clusters and Open Countryside.
6. In the AMR period (2025/26), 32.2% of housing units completed in the Gwynedd Planning Authority area are located on sites allocated for housing.

[2] New housing permissions or permissions to re-assess and to extend expiry date of prior permissions.

7. Average density of new housing permissions in the Gwynedd Planning Authority area during the AMR period is 19.93 units per hectare.
8. 5 affordable housing exception sites permitted in the Gwynedd Planning Authority area during this AMR period (46 units permitted on these sites).
9. No planning permission was given for a local market unit during this AMR period. No local market unit was completed during the AMR period.
10. In the last year, 80% of housing permissions on new sites (not including those applications to reconsider of extend the date on which the current permissions expire) that meet the relevant threshold have included the expected level of affordable housing on the site.
11. Out of the units granted permission and completed since the Plan's adoption the percentage of affordable housing is 55.8%.
12. The Council received 18 Appeals during the monitoring period with 7 being allowed. 3 of the appeals allowed relate to design issues and the impact of the proposal on surrounding amenities. These are therefore subjective matters and therefore do not undermine any policy in the Plan. Another proposal was granted on the basis that it was considered that the unit was subservient to the existing dwelling and therefore does not constitute a new independent housing unit in the countryside. This decision is consistent with the present JLDP policies. One decision approved the provision of a larger dwelling than the one to be demolished on the basis that it will not have a significant visual impact, with another decision deviating from the JLDP on the basis of not having to provide an affordable unit in a change of use proposal in the countryside. The implications of the rulings will need to be considered in the preparation of the new Local Development Plan. To the same extent there is a need to consider the appeal decision that specified that there wouldn't be a significant harm to the Welsh language from a residential proposal, given the importance of this matter within the preparation of the Plan.
13. One of the strategic objectives of the Joint LDP is to facilitate diversity in the rural economy. That objective has been fairly successful during the AMR period, with permissions having been given for a few employment uses which include commercial offices, office accommodation and portable office units (and parking for staff).
14. Of the applications which were submitted with either a Welsh Language impact assessment or a statement, 3 applications were refused partly due to linguistic issues and 8 applications were granted permission with a planning condition for linguistic mitigation measures.

Plan Review

x. In accordance with national guidelines, LDPs must be reviewed every four years and a Revised Plan prepared. The current Plan was adopted on 31 July 2017 and therefore a Review Report was prepared. The conclusion of the Review Report was to undertake a Full Revision of the Joint Local Development Plan which is tantamount to the preparation of a new Plan. This was followed by a decision by Cyngor Gwynedd's Cabinet and Isle of Anglesey County Council's Executive to end the joint working arrangement between the

two Councils and to prepare separate Development Plans. The joint working arrangement ended on 31 March 2023 and new policy teams were established for both Councils. The conclusions of all the AMRs will form part of the evidence base that will contribute to the preparation of new Local Development Plans for both Councils. Although there is a decision to prepare a separate LDP for both Councils, this AMR follows the same format as the previous ones however AMR 6 - 8 concentrates specifically on Gwynedd Local Planning Authority Area. The information presented in this Report in will be useful as evidence for the preparation of the Gwynedd Local Development Plan.

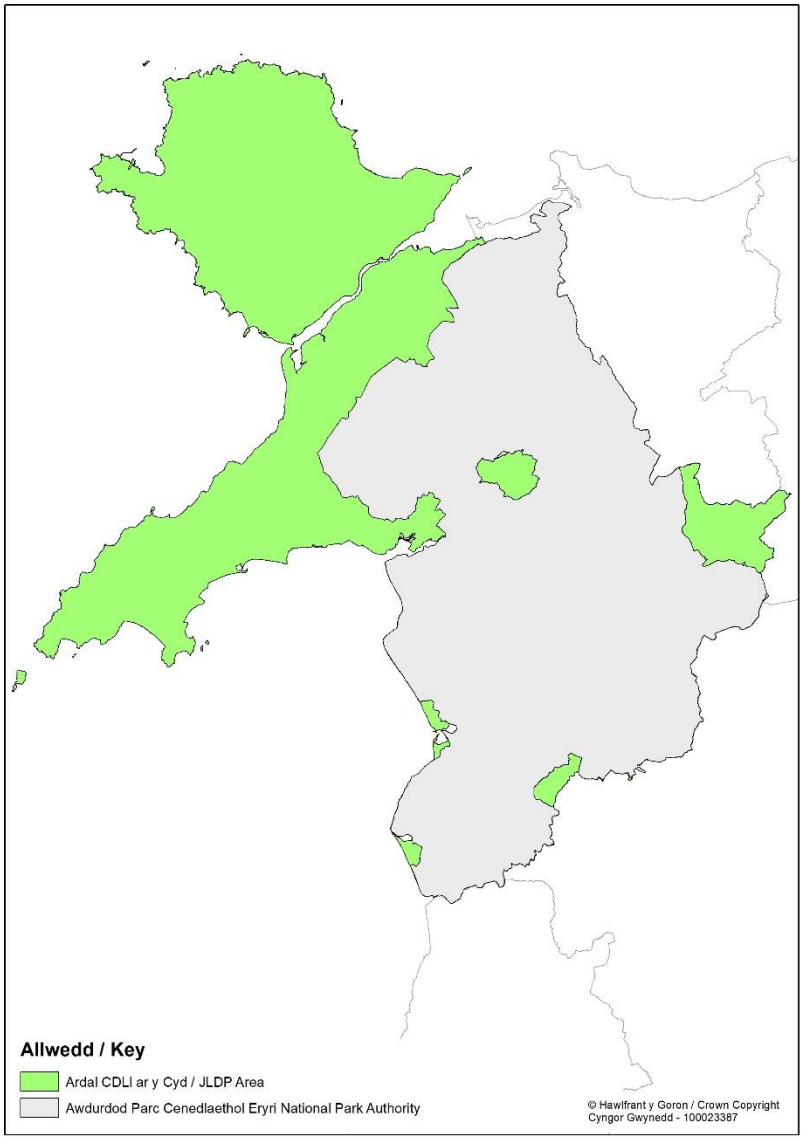
Monitoring the Sustainability Assessment (SA)

xi. Appendix 1 provides a detailed assessment of the performance of the LDP against the SA monitoring objectives. Detailed indicators have been identified to provide more specific evidence for the performance of the LDP against the SA Objectives outlined in the LDP.

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CHAPTER 1: INTRODUCTION

1.1 The Joint Local Development Plan (Joint LDP) adopted on 31 July 2017 provides a land use framework that will form the basis for decisions surrounding development in the Plan area during the lifespan of the Joint LDP (up to 2026). The Plan area does not contain the parts of Gwynedd that are within the Eryri National Park.



1.2 Sub-section 76 of the Planning and Compulsory Purchase Act 2004 requires that Council produces an Annual Monitoring Report (AMR) for the LDP following its adoption and keep a regular eye on every matter that is expected to impact the development of the Joint LDP area. Welsh Government has published regulations and guidelines on what should be expected in an AMR. The AMR will need to be submitted to Welsh Government and published on the Councils' websites by 31 October every year following the adoption of the Joint LDP, as long as a full financial year (1 April - 31 March) has elapsed since the adoption date of the Joint LDP.

1.3 This is the eighth AMR to be prepared since the adoption of the Plan. This AMR covers the period from 1st April 2025 to 31st March 2026. It is a requirement to submit this AMR (AMR8) to the Welsh Government by 31 October, 2026.

What is the AMR?

1.4 The AMR provides an opportunity to record assessments of important matters that could influence the ability to deliver the Joint LDP and the outcomes of that work, as well as the credibility of the Joint LDP in terms of sustainability. The outcomes of this monitoring process will feed into the continuous analysis of the Joint LDP. The findings of the AMRs will be part of the evidence base which will contribute to the preparation of a new Plan. A review of the plan has taken place and a Review Report prepared further information is available in paragraph 1.12 below.

1.5 The Monitoring Framework is the main basis of the AMR. The Monitoring Framework is noted in Chapter 7 of the Joint LDP. It includes a total of 69 indicators (amended to 70, see para 1.6 below) used to monitor the effectiveness of the Plan and its policies.

Indicators

1.6 There is an expectation within the Local Development Plan Manual (Edition 3) that every monitoring framework includes key indicators related to the following: -

Table 1: Core indicators

Core indicator	Monitoring Framework Reference
The spatial distribution of housing development	D25
The annual level of housing completions monitored against the Anticipated Annual Build Rate (AABR).	D47
Total cumulative completions monitored against the anticipated cumulative completion rate.	D44
Number of affordable houses constructed compared to the target in the Plan;	D47
The type of affordable housing constructed (tenure);	Not currently being monitored
Employment land take-up against allocations.	D32 & D33
Market viability for housing developments.	D50
Housing development rate on allocations.	D45 & D46*
Developing key infrastructure projects.	Not currently being monitored

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Gypsy and Travellers accommodation sites that are developed;	D56*, D57 & D58
Scale / type of highly vulnerable development permitted within C2 flood risk areas.	D18

*Not reported on, as they specifically relate to the Isle of Anglesey County Council's Local Planning Authority Area.

1.7 The Monitoring Framework also contains a variety of local and contextual indicators noted by the Councils relating to the context of the Joint LDP area and wider economic, social, and cultural matters in turn.

1.8 Each of these indicators need to be monitored, and the nature of the data collected will vary from one to the other. Some are factual (e.g. has a development or SPG been delivered within the proposed timetable?), whilst others call for the collection of data and monitoring over a longer period (e.g. house completion figures).

Thresholds

1.9 All of the indicators have a specific threshold that notes at which time further consideration may need to be given to the implementation of the policy and/or its assessment. This could mean that a plan must be delivered by a specific date, if the progress falls below the accumulative requirement over a fixed period, or if a development is permitted which is contrary to the policy framework. Once a threshold is reached, the required actions must be considered in an attempt to reconcile the situation (see below).

Actions

1.10 The Monitoring Framework notes a range of achievable actions that could address any shortcomings or unexpected outcomes. However, it does not necessarily follow that a failure to achieve a specific target will be interpreted as a policy failure that would automatically mean that this policy (or the entire Plan) becomes the subject of a review.

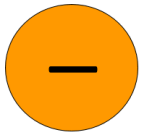
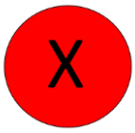
1.11 Table 2 below notes the potential actions that could derive from the monitoring, and these are noted in the Monitoring Framework in Chapter 7 of the Joint LDP. There are several possible options to help deal with indicators that give the impression of a failure to deliver in line with the expectation. To assist with the interpretation of the monitoring made, a simple colour plan was used, as seen in Table 3 below, to show how the indicator is performing.

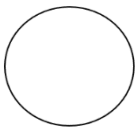
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Table 2: Potential actions

Assessment	Action
Where indicators suggest that LDP policies are effectively implemented	No further action needed with the exception of continuing to monitor
Assessment of decisions on planning applications suggests that policies are not being implemented as intended	Perhaps an Officer and / or Member needs to be trained
Assessment suggests that additional further guidance is needed for those identified in the Plan in order i) to explain how policy should be implemented correctly, or ii) to facilitate the development of specific sites.	Publish an additional Supplementary Planning Guidance, that could include the development briefs of specific sites, work closely with the private sector and infrastructure providers, where relevant.
Assessment suggests that policy is not as effective as expected.	Further research and investigation required, which includes examining contextual information about the Plan area or topic field.
Assessment suggests that policy is not being implemented	Review the policy in accordance with that
Assessment suggests that the strategy is not being implemented	Reviewing the Plan
Target has been met	No further action required

Table 3: Monitoring symbols

	Local policy contributes to achieving Plan objectives and performs in accordance with, or better than, expectations.
	The policy target is currently not achieved as anticipated, but this is not leading to concerns regarding policy implementation.
	Local policy does not provide expected results and there are resulting concerns regarding Policy implementation.

	There is no conclusion - available data is scarce.

Plan Review

1.12 In line In line with national guidelines, Plans must be reviewed every four years and a Revised Plan prepared. The current plan was adopted on 31 July 2017 and therefore in accordance with national guidance a Review Report was prepared. The conclusion of the Review Report was to undertake a full Joint Local Development Plan Review which constitutes the preparation of a new Plan. This was followed by the decision of Gwynedd Council's Cabinet and Anglesey County Council's Executive Committee to wind down the collaboration arrangement between the two Councils and prepare separate Development Plans. The collaboration arrangement ended on 31 March 2023 and new policy teams were established for both Councils. The conclusions of all previous AMBs will form part of the evidence base that will contribute to the preparation of new Local Development Plans for both Councils.

Contents of AMB 8

1.13 As the joint working arrangement between the Isle of Anglesey County Council and Cyngor Gwynedd on Planning Policy matters has come to an end on 31 March 2023, and as the local planning authorities are now actively preparing a Local Development Plan for their individual Local Planning Authority area, this Annual Monitoring Report (AMB 8) focus specifically on the Gwynedd Local Planning Authority Area.

1.14 Due to a lack of access to data relevant to Anglesey it is not possible to report in accordance with the requirements of some of the indicators. Further it is noted that it would not be appropriate to report on matters relating to another Local Planning Authority given that it is Gwynedd Council's responsibility to approve this Annual Monitoring Report.

1.15 Furthermore, it is not considered advantageous to report on matters relating to Anglesey as it may give a false impression of the success or failure of the indicators and it is not considered that it is appropriate to respond to concerns arising from those matters when looking to the future and preparing a Local Development Plan for the Gwynedd Local Planning Authority area.

Structure and content

1.16 Outlined below is the structure of the rest of the AMR.

Table 5: Structure of the AMR

Chapter	General Contents
2: Analysing significant contextual change	A summary and review of wider contextual issues within what the LDP operates in, e.g. legislation/ strategies/external policies.
3: Analysis of Indicators	Details of the findings of the monitoring of the Joint LDP Indicators (in the order of the layout of the LDP)
4: Conclusion and recommendations	Identify required changes to the Plan during statutory review or triggered earlier, if appropriate.
5: Appendices	1. Monitoring of the Sustainability Appraisal 2. Distribution of residential permissions 3. Provision of land for housing

1.17 The structure of the AMB should remain the same from year to year to make it easy to be able to compare one with another. However, given that the monitoring process relies on a wide range of statistical and factual information accessed by Council and external sources, any changes to these sources may or may not make some indicators not as reliable.

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CHAPTER 2: ANALYSING CONTEXTUAL CHANGES

2.1 During the monitoring period, new and updated policy documents/guidelines have been published, and legislation introduced. It is important to understand the various factors that could impact the performance of the Joint LDP, from global and national levels, down to local policies and the Councils' own guidelines. Some changes are clearly completely beyond the Councils control. This Chapter provides a brief overview of the relevant contextual changes published during this monitoring period. It includes national legislation, and plans, policies and strategies on a national, regional and local level. Any potential general implications for the Joint LDP are outlined where appropriate. General economic trends that have appeared during the period of the AMR are also outlined. Contextual information that is specific to a particular policy field in the Joint LDP will be provided in the relevant policy analysis section for convenience and, therefore, will not be repeated here.

THE NATIONAL CONTEXT

Technical Advice Note 24: The Historic Environment (25/03/2026)

2.2 A new updated version of Technical Advice Note 24: The Historic Environment has been published and now reflects the Historic Environment (Wales) Act 2023 and ensures that the language used across the documents is consistent with the Act.

Revised Section 7 list of species and habitats under the Environment (Wales) Act 2016.

2.3 The Section 7 list is a statutory register of species and habitats of principal importance for the purpose of maintaining and enhancing biodiversity in Wales. The revised list represents a significant expansion, with 1,322 species and 69 habitats now listed.

2.4 Chapter 6 of Planning Policy Wales identifies that planning authorities must seek to maintain and enhance biodiversity in the exercise of their functions. In fulfilling this duty, planning authorities must also have regard to the list of habitats and species of principal importance for Wales, published under Section 7 of the Environment (Wales) Act 2016.

2.5 Planning authorities must follow a step-wise approach to maintain and enhance biodiversity, build resilient ecological networks and deliver net benefits for biodiversity (NBB). Enhancement must be secured by delivering a biodiversity benefit primarily on site or immediately adjacent to the site.

2.6 When considering opportunities for NBB in respect of the new bird species on the list it will be important to also secure suitable provision for nesting, which could include installation of measures such as swift bricks as part of the fabric of new buildings.

Interim Planning Policy Statement on Development in SAC Rivers

2.7 The Welsh Government published an interim planning policy statement and practical planning guidance on development in Special Areas of Conservation (SAC) river catchments affected by phosphorus, on 5 August 2025. The interim planning policy statement is outlined in 'Dear Chief Planning Officer' letter dated (05/08/2025) and it is intended that this be inserted as a new section in Chapter 6 when Planning Policy Wales is next updated.

Consultation on new National Park (Natural Resources Wales (NRW)) October - December 2024

2.8 In March 2026, following submission of the Designation Order by Natural Resources Wales (NRW), the Welsh Government announced its intention to appoint Planning and Environment Decisions Wales (PEDW) to undertake a Public Local Inquiry into representations and objections received during the statutory consultation period.

2.9 NRW concluded that the proposed area meets the statutory criteria for National Park designation, including considerations relating to natural beauty and opportunities for recreation.

2.10 The inquiry will consider views expressed both in support of and against the designation before any further decision is made on the establishment of the proposed Glyndŵr National Park and National Park Authority.

LOCAL CONTEXT

Housing Action Plan

2.11 On the 13th May, 2025 Gwynedd Council decided to extend the period of the Housing Action Plan for two years up until the end of the 2028/29 financial year.

2.12 The original scheme was approved in 2020 and includes 33 projects across five key areas to ensure that the people of Gwynedd have a suitable, affordable and quality homes.

Gwynedd Local Area Energy Plan

2.13 In September 2025 Gwynedd Council decided to support the Main Report and Technical Report of the Local Area Energy Plan.

2.14 Gwynedd Council's Local Area Energy Plan looks at the most efficient and cost-effective methods of decarbonising a complete energy system for Gwynedd by 2050. The Plan looks at all aspects of the local energy systems: what the demand for energy is, how it is produced and how it is distributed.

Article 4 Direction

2.15 On 27 November 2025, during a High Court hearing and following his previous judgment, the judge (Justice Eyre) confirmed an order to quash Cyngor Gwynedd Cabinet's decision on 16 July 2024 to confirm the Article 4 Direction. The Council submitted a written application to

request permission to appeal to the Court of Appeal and the Rt. Hon Justice Lewisam refused the request on 6 February 2026. As a result, as the 16 July 2024 decision is quashed, the Article 4 Direction is not in force within the Gwynedd Local Planning Authority Area.

2.16 Following the quashing of the decision to confirm the Article 4 Direction, material changes of use that were restricted by the Article 4 Direction now have permitted development right. Therefore, it is not necessary to receive planning permission to undertake these material changes of use.

Appeals

2.17 The Council received 18 appeals during the 2025/26 monitoring period. Of these, 11 were dismissed and 7 were allowed. Brief details of the appeals that were allowed are as follows:

- Nursing Home located in Penisarwaun. The Council refused the application due to concerns regarding the impact on the living conditions of neighbouring residents in terms of noise and disturbance. The appeal was allowed on the basis that the development would not harm the living conditions of neighbouring residents through noise and disturbance and would not conflict with Policies PCYFF 2 and TWR 2 of the JLDP.
- Change of use of "The Old Cow Sheds" to residential use and retention of the building known as "Little Barn" as holiday accommodation in Pentrefelin. The application was refused on the grounds that Council were not of the opinion that the proposal was acceptable in light of local and national planning policies aimed at protecting the countryside. The appeal was allowed as the Old Cow Shed is an existing building with an established residential use, and although the proposal would result in a permanent dwelling and associated holiday accommodation, it would not lead to any additional physical encroachment through built development into the open countryside, nor any significant change to the existing character or sustainability of the site.
- The amendment of a condition from a planning approval to refer to amended plans submitted as part a Section 73 application rather than the plans previously submitted. The application relates to the demolition of an existing bungalow and erection of a replacement dwelling in Llanbedrog. The application was refused on the grounds that the development would result in unacceptable harm to the living conditions of neighbouring occupiers. The appeal was allowed on the basis that it would not result in this unacceptable harm.
- Demolition of an existing outbuilding and erection of a timber cabin as ancillary accommodation in Rhoslan. The original application was refused due to concerns regarding whether the development would be acceptable in light of local and national planning policies controlling residential development in the open countryside. The appeal was allowed because the proposal does not create a new self-contained unit and that it is connected to the main dwelling.
- Proposal to erect 18 affordable dwellings together with associated development in Botwnnog. The application was refused due to the impact of the proposal on the Welsh language. The appeal was allowed on the grounds that there was insufficient evidence of significant harm to the Welsh language and that the proposal would comply with Policy PS 1 of the Joint Local Development Plan.

- Rebuilding of a cottage to include two-storey side extensions and a single-storey rear extension in Llanbedrog. The original application was refused due to the impact of the development on the character and appearance of the Llŷn Area of Outstanding Natural Beauty. The appeal was allowed on the basis that the development would not harm the character and appearance of the Llŷn Area of Outstanding Natural Beauty and that the proposal meets the exceptional circumstances required by Criterion 7 of Policy TAI 13, which requires justification for a larger dwelling where it would not result in a significantly greater visual impact compared to the existing building.
- Extension to a house in Edern. The appeal is partially allowed in relation to this aspect of the development (the helicopter hangar building and helipad element was refused). This aspect of the appeal was allowed on the basis that extension conforms with Policy PCYFF 3 of the JLDP that states, amongst other things, that all proposals will be expected to complement and enhance the character and appearance of the site, building or area in terms of siting, appearance, scale, height, massing and elevation treatment.

CONCLUSION

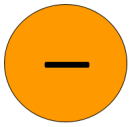
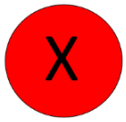
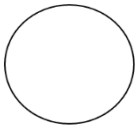
2.18 As noted above, new legislation and plans, and national and local policies and strategies emerged during this monitoring period. These will need to be considered when preparing the Gwynedd Local Development Plan.

DRAFT

CHAPTER 3: AN ANALYSIS OF INDICATORS

3.1 This chapter assesses whether the associated strategic and supporting policies of the Joint LDP are implemented as intended, and whether the strategy and objectives of the Joint LDP are being delivered. The individual tables in this chapter provide conclusions and appropriate steps (where required) to address any policy implementation matters noted through the monitoring process.

3.2 As a visual aid when monitoring the effectiveness of policies and to provide an overview of performance, key indicators and outcomes are shown as follows:

Symbol	Description
	Local policy contributes to achieving Plan objectives and performs in accordance with, or better than, expectations.
	The policy target is currently not achieved as anticipated, but this is not leading to concerns regarding policy implementation.
	Local policy does not provide expected results and there are resulting concerns regarding Policy implementation.
	There is no conclusion - available data is scarce.

3.3 The following table provides information relating to the indicators within the Monitoring Framework where the target has been met during previous Annual Monitoring Reports. Therefore, there is no requirement for the indicators to be reported on in subsequent Annual Monitoring Reports: -

Indicator Number	Description	Date target met (AMR period)
D4	Prepare and adopt a Supplementary Planning Guidance to promote the Maintenance and creation of distinctive and sustainable communities	AMR 2

DRAFT

D9	Preparation of Supplementary Planning Guidance relating to provision of open spaces in new housing developments	AMR 1
D10	Preparation of Supplementary Planning Guidance relating to planning obligations	AMR 2
D13	The number of applications permitted within sites/ areas safeguarded for transportation improvements (all improvement areas in Gwynedd have been completed).	AMR 6
D14	Delivery of Llangefni Link Road (Phase 4)	AMR 1
D15	Delivery of improvements to the A5025	AMR 1
D16	Prepare and adopt a Supplementary Planning Guidance to promote the Maintenance and creation of distinctive and sustainable communities	AMR 2
D30	Prepare and adopt a revised Supplementary Planning Guidance relating to the Wylfa Newydd Project	AMR 1
D34	Prepare and adopt a Supplementary Planning Guidance relating to alternative uses on employment sites	AMR 3
D51	Prepare and adopt a Supplementary Planning Guidance for Affordable Housing	AMR 2
D54	Prepare and adopt a Supplementary Planning Guidance for Local Market Housing	AMR 1
D55	Prepare and approve a Local Housing Market Area (LHMA) study for Gwynedd	AMR 2

3.4 Due to the fact that this Annual Monitoring Report only reports on matters relating to Cyngor Gwynedd, it is not considered appropriate to report on the indicators that specifically relate to the Isle of Anglesey Local Planning Authority area. Accordingly, the following Indicators are not reported in AMB 8:

Indicator Number	**Description**
D28	Number of Planning applications submitted and approved for Wylfa Newydd related development.

DRAFT

D46	Total housing units built on allocated sites in Anglesey as a % of overall housing provision.
D56	Number of Traveller pitches for residential accommodation provided at Penhesgyn, Anglesey.

Note: In accordance with the Minister for Housing and Local Government letter, indicator D43 has been replaced with D43A and D43B.

DRAFT

Welsh Language and Culture

Census 2021 figures for the number of Welsh speakers have been published for the whole of Wales, Welsh Local Authorities and for each Lower Super Output Area (LSOA).

In Wales the number able to speak Welsh was 17.8% which is a decrease of 1.2% since 2011 in fact 18 out of the 22 Welsh Local Authorities had a decrease with the largest decrease in Carmarthenshire (-4.0%), the largest increase was seen in Cardiff (+1.1%).

In Gwynedd on the Census day in 2021 there were 73,560 people (aged 3+) were able to speak Welsh which equates to 64.4%. In 2011 the equivalent percentage was 65.4% with the number of Welsh speakers aged 3+ in 2011 being 77,000. Therefore, the proportion has fallen by 1% with the number of Welsh speakers reduced by 3,440.

The type of housing applications seen this year on new sites that have been granted permission since the Plan was adopted shows a significant percentage of affordable homes at 67.4% (increasing to 84% when considering applications that reached the threshold for affordable housing). In fact, for the 8 sites with 11+ housing units that were granted permission during 2025 to 2026 five of these provide 100% affordable sites.

This means that new permissions under the Plan to date, given that evidence needs to be presented with planning applications to demonstrate the need for the mix and type of housing as well as including a high percentage of affordable housing, helps to ensure that local needs are addressed and thereby helps to maintain the language within the Plan area.

DRAFT

Indicator D1

D1 % Welsh speakers in 2021 in Anglesey and Gwynedd

Objective:

SO1: Safeguard and strengthen the Welsh language and culture and promote its use as an essential part of community life.

Target:

New developments contribute to maintaining or strengthening the Welsh language in Anglesey and Gwynedd

(Note: Direct impact of new development on the use of the Welsh language in individual communities and Plan area is a difficult area to monitor, given that the Plan can't differentiate on the basis of language ability. The Councils consider a combination of approaches is required in order to monitor the effectiveness of policies, including the indicators set out under this theme.)

Relevant policy:

PS1

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	–
AMR3	–
AMR4	–
AMR5	–
AMR6	–
AMR7	–
AMR8	–

Trigger level:

Biennial narrative about relevant completed schemes, e.g. under Policy PS 1, Policy TAI 1 – Policy TAI 7, by 2019

Analysis:

The role of planning is limited to trying to create the best possible circumstances through the Plan's policies to facilitate sustainable development that could increase the percentage of Welsh speakers.

There are a number of policies within the Plan which help to facilitate sustainable development which are:

- Policy TAI 5 'Local Market Housing' which prevents any open market housing within the coastal settlements listed;
- Policy TAI 15 'Affordable Housing Threshold and Distribution' requires an affordable element for the development of 2 or more housing units within Centres and Villages;
- Policy TAI 16 'Exception Sites' supports developments 100% affordable housing;
- Policy TAI 6 'Clusters' and TAI 7 'Conversion of Traditional Buildings in the Open Countryside to Residential Use' only supports affordable housing provision;
- Policy TAI 8 'Appropriate Housing Mix' ensures that all residential development contributes towards improving the balance of housing and meets the identified needs of the whole community;
- Policy CYF 1 'Safeguarding, Allocating and Reserving Land and Units for Employment Use' ensures that there is sufficient land for employment opportunities to be provided within the Plan.

An 'Annual Report of the population' who say they speak Welsh by the ONS is published quarterly, the basis of this is data from a survey. The latest figures are April 2026 which states that there are 844,300 Welsh speakers in Wales. For Gwynedd it states that there are 91,300 able to speak Welsh, which is 76% of the County's population. This figure has reduced in the latest report, however there remains a difference is still between these figures and the Census figures. Therefore the conclusion of AMR 7 still remains i.e. it is not believed that any weight should be given to the increase in the number of Welsh speakers seen in Gwynedd within the 'Annual Population Report' December 2024.

AMR 5 highlighted the changes within the different neighbourhoods of the Lower Super Output Area (LSOA) identifying that there are a number of factors affecting the changes between 2011 and 2021 in the percentage and number of Welsh speakers in them.

Some areas have seen an increase in the percentage of speakers with fairly large residential developments, others have seen an increase in the number but a decrease in the percentage.

Some areas have seen an increase in the percentage although there is a decrease in the number of Welsh speakers, this is on account of a higher decline in the number of non-Welsh speakers. For some neighbourhoods this may be based on a loss of units from housing stock to use as second homes / holiday accommodation.

In many of the neighbourhoods that have seen the greatest reduction in the percentage of Welsh speakers there has been very little new housing growth through the Joint Local Development Plan.

A large element of the changes affecting the Plan area comes out of changes to the existing housing stock.

In the year from 1 April 2025 to 31 March 2026 there have been 215 new housing units (i.e. sites that did not have permission on the day of adoption of the Plan) that have been granted planning permission. This is by permission for an individual house on 26 sites with the rest on 15 sites from a site with 2 units up to a site of 48 units. Out of the applications that met the threshold for affordable housing contribution i.e. 2 or more units or within a Cluster or outbuilding conversion being 182 housing units, 145 affordable units were granted consent either by condition or legal agreement, which means an affordable percentage of 80%.

The table below sets out the situation for applications that have been granted and completed planning permission since the adoption of the Plan:

Period	Number of Units which gained planning permission and were completed during the Plan period	Number which are Affordable Housing	Percentage of Affordable Housing
AMR 1	56	35	62.5%
AMR 2	90	45	50%
AMR 3	125	55	44%
AMR 4	205	87	42.4%
AMR 5	231	117	50.6%
AMR 6*	126	68	54%
AMR 7*	208	141	67.8*
AMR 8*	118	91	77%
TOTAL	1,159	639	55.1%

* These are Gwynedd only figures

The percentage of affordable homes in the table above has increased over the past year. This is mainly due to developments that have been completed by housing associations in the Gwynedd planning authority area.

In the past year, over 80% of housing consents on new sites which reached the relevant threshold have been for affordable housing. In addition of the units consented and completed since the adoption of the Plan the percentage of affordable homes is also just above 55% (55.1%) (which is above the 10%, 20% and 30% thresholds for the different areas). This means that new consents under the Plan to date, by preparing a high percentage of affordable homes which helps to meet local needs and thus helps to maintain the language within the Plan area.

The factors referred to above highlight how the Plan seeks to ensure that new developments address the needs of the local community. As can be seen from the above analysis of the Census results many of the local changes are due to movements within the existing housing stock that are outside of the Plan's control. National changes to the use classes in relation to housing will need to be reflected in the formulation of housing policies into the New Local Development Plan as well as updating the evidence supporting the Local Market Housing Policy to extend the area where it is applicable.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Indicator D2

D2 Planning applications permitted where Welsh language mitigation measures are required

Objective:

SO1: Safeguard and strengthen the Welsh language and culture and promote its use as an essential part of community life.

Target:

Where required, significant harm to the character and the language balance of a community is avoided or suitably mitigated in accordance with Policy PS 1

Relevant policy:

PS1

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

One planning application permitted in any one-year contrary to Policy PS 1

Analysis:

As highlighted in the response to Indicator D1, in the year 2025/26 planning permission has been given for 215 new housing units (i.e. sites that did not have permission on the date the Plan was adopted).

These units have received permission on sites of the sizes highlighted in the table below:

DRAFT

Size of Housing Applications	Number of Sites	Total number of units
1 unit	26	26
2 to 5 units	7	20
6 to 10 units	1	8
11+ units	8	161

There were 3 Linguistic Assessments and 11 Linguistic Statements with applications that were determined where they met the thresholds within PS Policy 1 (see Indicator D3 for details of the type of applications these were submitted with). In addition, in accordance with Annex 5 of the CCA, consideration has also been given to the Welsh language for applications that fall below the threshold of those requiring a formal Statement or Assessment.

3 applications were refused in part due to following language issues:

- Residential application for 8 affordable units because sufficient evidence was not submitted within the Welsh language Assessment to be able to assess whether the proposal meets the requirements of criterion 1c of Policy PS1. On this basis, the Local Planning Authority is not convinced that the proposal would not have a negative impact on the Welsh language in the Plan area;
- 1 application for conversion of a building into 14 flats as sufficient and current information was not provided with the application.
- 1 application for a residential dwelling as sufficient evidence about the impact of the development on the language was not provided.

8 applications were granted permission with a planning condition for language mitigation measures namely:

- 5 residential applications with a condition a Welsh name must be provided for the dwelling hereby permitted (Any new name should be derived from historical, geographical or local links to the area where possible.) (these application provide for a total of 103 residential units);
- 5 applications with the condition that any signs advertising and promoting the development inside and outside the site must be in Welsh or bilingual with priority to the Welsh language (application for 4 industrial units in Parc Bryn Cegin, 4 applications totalling 58 residential units)

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

Indicator D3

D3 Number of planning applications accompanied by a Welsh Language Statement or a Welsh Language Impact Assessment

CHAPTER 6.1: SAFE, HEALTHY, DISTICTIVE AND VIBRANT COMMUNITIES

Objective:

SO1: Safeguard and strengthen the Welsh language and culture and promote its use as an essential part of community life

Target:

All relevant planning applications to be accompanied by a Welsh Language Statement or a Welsh Language Impact Assessment, which address factors relevant to the use of the Welsh language in the community as set out in the Supplementary Planning Guidance

Relevant policy:

PS1

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

One Welsh Language Statement or Welsh Language Impact Assessment in any one year that doesn't address factors relevant to the use of the Welsh language in the community.

Analysis:

During the monitoring period, 11 Welsh Language Statements in total were submitted in Gwynedd. In addition, in accordance with Annex 5 of the CCA, consideration has been given to Welsh for applications below the threshold requiring a formal Statement or Assessment. 3 Linguistic Statements were received with residential applications.

It is considered, therefore, that the policies continue to be implemented effectively.

DRAFT

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Indicator D5

D5 Number of planning applications granted where new or improved infrastructure has been secured through developer contributions

Objective:

SO2: Ensure that appropriate physical or community infrastructure is in place e.g. water supply, health facilities, schools, community facilities, or that it can be provided (e.g. by means of developer contributions) to cope with every kind of development.

Target:

Where appropriate, new development will address the impact on communities through the provision of new or improved infrastructure in accordance with Policy ISA 1

Relevant policy:

ISA1, ISA2, ISA4, ISA5

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	–
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

One planning application permitted contrary to Policy ISA 1 in any one year

Analysis:

The Plan's policies attempt to ensure that the infrastructure provision is sufficient for new developments. If this is not the case, then financial contributions can be sought from developers to ensure that a sufficient infrastructure capacity exists.

DRAFT

There were 3 planning permissions where there was new or enhanced infrastructure through developer contributions. These were all for open space provision and/or financial contributions.

No planning application was approved contrary to Policy ISA 1 during the monitoring period. The target to prevent developments from being approved where there is insufficient infrastructure in any one year is therefore being met.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Indicator D6

D6 Number of planning applications for change of use of community facilities

Objective:

SO2: Ensure that appropriate physical or community infrastructure is in place e.g. water supply, health facilities, schools, community facilities, or that it can be provided (e.g. by means of developer contributions) to cope with every kind of development.

Target:

Viable community facilities retained in accordance with Policy ISA 2

Relevant policy:

ISA1, ISA2, ISA4, ISA5

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

One viable community facility lost contrary to Policy ISA 2 in any one year

Analysis:

Policy ISA 2 aims to protect existing community facilities and encourage the development of new facilities where appropriate. 0 planning applications which resulted in the loss of a community facility were granted planning permission during the period 2025-2026.

DRAFT

The target to prevent the loss of viable community facilities developments in any one year is therefore being met.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Open Spaces

Open spaces have an important function within the communities of the Plan's area, and this is reflected in the Joint LDP that seeks to safeguard existing open spaces and make it a requirement to provide open spaces to satisfy the needs of the new housing development.

Since the Plan's adoption, policies have protected open spaces in communities and they have also ensured that new open spaces are created, maintained, and improved.

DRAFT

Indicator D7

D7 – Number of Planning applications for alternative uses on areas of open space

Objective:

SO2: Ensure that appropriate physical or community infrastructure is in place e.g. water supply, health facilities, schools, community facilities, or that it can be provided (e.g. by means of developer contributions) to cope with every kind of development.

Target:

Amount of open space (ha) in individual settlements retained in accordance with Policy ISA 4.

Relevant policy:

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

Open space lost in any Centre or Village in any one year leading to net reduction in supply in the Centre or Village contrary to Policy ISA 4.

Analysis:

5 applications have been approved on sites which are wholly or partly within protected open spaces identified in the plan (on the proposals map). All applications comply with the policy criteria:

DRAFT

- 1 application on parts of a school playing fields which do not undermine the use of the land as playing fields (erection of a fence).
- 2 applications for tree maintenance works.
- 1 application for the erection of a new dwelling on a small part that does not undermine the use of the greenspace.
- 1 application for floodlights.

It is considered that Policy ISA 4 is implemented efficiently. The Council will continue to monitor the indicator.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Indicator D8

D8 – Open space (ha) secured in association with residential development of 10 or more units

Objective:

SO2: Ensure that appropriate physical or community infrastructure is in place e.g. water supply, health facilities, schools, community facilities, or that it can be provided (e.g. by means of developer contributions) to cope with every kind of development.

Target:

Provision of new open space if application of the Fields in Trust (FiT) benchmark standards identifies a deficiency of open space in accordance with Policy ISA 5

Relevant policy:

ISA 5

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

One planning application permitted in any one year not contributing to meeting the open space needs of occupiers of new housing as defined by the FiT benchmark standard contrary to Policy ISA 5

Analysis:

5 full applications for 10 or more dwellings have been approved in this AMR period.

- Total area of new open space provision created is 215.79m^2.
- A financial contribution of £13,344.47.

It is considered that Policy ISA 5 is implemented efficiently. The Council will continue to monitor the indicator.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Sustainable Transport, Development and Accessibility

Indicator D11

D11 – Preparation of Supplementary Planning Guidance relating to parking standards

Objective:

SO3: Improve and maintain safe, efficient, high quality, modern and integrated transport networks to employment, services, and education/ training facilities particularly by foot, bicycle and public transport, thus reducing where possible the number of journeys in private cars.

SO4: Maximise the opportunities of Holyhead as a major international gateway and the A55, E22 Trans European network route and the A5025, A487, A470 as key transportation corridors:

Key outputs:

- The Plan's strategy and policies will have contributed to creating more communities with over 70% of Welsh speakers;
- No community infrastructure will have been lost unless evidence has shown it was not critical to the community;
- Development will be located in order to provide opportunities for people to undertake the full journey to work or part of it on foot, by bicycle or on buses and train.
- New roads or essential improvements to roads on the present road network will have been provided.

Target:

Prepare and adopt the Supplementary Planning Guidance relating to parking standards within 12 months of the Plan's adoption

Relevant policy:

TRA 1, TRA 2, TRA 3, TRA 4

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	–
AMR3	–
AMR4	–
AMR5	–

AMR6	–
AMR7	–
AMR8	–

Trigger level:

Not adopting a Supplementary Planning Guidance within 12 months of the Plan's adoption

Analysis:

The policy target is currently not achieved as anticipated, but this does not lead to concerns regarding policy implementation.

The timescale for adopting a revised Supplementary Planning Guidance (SPG) on Parking Standards was set for Quarter 2 in 2018/19. This target has not been achieved due to changes in the LDP schedule of works and resource priorities.

However, the local planning authorities have a 'saved' SPG from the Unitary Development Plan and can also refer to national guidance when determining new applications.

As the new LDP policy on Parking Standards is in line with national guidance, it is not felt that the slippage in the delivery of a new SPG has been detrimental to the decision-making process.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Indicator D12

D12 – Number of planning applications accompanied by a Travel Assessment

Objective:

SO3: Improve and maintain safe, efficient, high quality, modern and integrated transport networks to employment, services, and education/ training facilities particularly by foot, bicycle and public transport, thus reducing where possible the number of journeys in private cars.

SO4: Maximise the opportunities of Holyhead as a major international gateway and the A55, E22 Trans European network route and the A5025, A487, A470 as key transportation corridors:

Key outputs:

- The Plan's strategy and policies will have contributed to creating more communities with over 70% of Welsh speakers;
- No community infrastructure will have been lost unless evidence has shown it was not critical to the community;
- Development will be located in order to provide opportunities for people to undertake the full journey to work or part of it on foot, by bicycle or on buses and trains
- New roads or essential improvements to roads on the present road network will have been provided.

Target:

All relevant planning applications above the relevant thresholds identified in Policy TRA 1 accompanied by a Travel Assessment

Relevant policy:

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓

DRAFT

AMR8	✓

Trigger level:

One planning application submitted in any one year not accompanied by a Travel Assessment as required by Policy TRA 1

Analysis:

There was a total of 3 applications for large scale housing developments and 1 for employment developments supported by Transport Assessment. No applications were received without a Travel Assessment when required.

The policy is clear and requests an assessment based upon the thresholds set out in 'Table 6: Scale of development requiring transport assessment'. Officers request an assessment at the point of pre-application enquiry or planning application stage if it is not included as part of the submission.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Indicator D17

D17 - Number of planning applications permitted by TAN 15 category in C1 floodplain areas

Objective:

SO5: Ensuring that development in the Plan area supports the principles of sustainable development and creates sustainable communities whilst respecting the varied role and character of the centres, villages and Countryside

S06: Minimize, adapt and mitigate the impacts of climate change. This will be achieved by:

- ensuring that highly vulnerable development is directed away from areas of flood risk wherever possible;
- reduce the need for energy and other resources in developments;
- promote renewable and low carbon energy production within the area;
- make use of suitable previously developed land and unoccupied buildings or ones that are not used to their full capacity, where available;
- manage, protect and enhance the quality and quantity of the water environment and reduce water consumption.

Target:

No planning applications permitted within C1 floodplain areas not meeting all the tests set out in TAN15

Relevant policy:

PS 5, PS6, PCYFF 1 & PCYFF 2, ADN 1, ADN 2, ADN3

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓

DRAFT

AMR8	

Trigger level:

One planning application permitted in any one year within C1 floodplain not meeting all TAN15 tests

Analysis:

On the 31/03/2025 new Technical Advice Note 15 (Development, flooding and coastal erosion) came into force, together with a new Wales Flood Map containing the following 'Planning flood zones':

- Flood Zone 1
- Flood Zone 2
- Flood Zone 3
- TAN 15 Defended Zones

For the purposes of the AMR it is considered that the new Flood Zone 2 is a close match to the former C1 flood zone. However, it should be noted that applications validated before 31st March 2025 and any subsequent appeals are to be determined under the previous TAN15 (2004). This is to allow a period of grace and determination against the policy framework that was in effect at the time that they were registered.

31 full planning applications were permitted on sites that were wholly/partly within Flood Zone 2; 14 of these were householder applications. As part of the process of assessing the planning applications, information was collected regarding the compliance of the planning applications with the tests contained in Technical Advice Note 15 (Development, flooding and coastal erosion); it was determined that they complied with the requirement of the tests set out in TAN 15.

It is concluded that the applications approved complied with policies PS 5, PS6, PCYFF 1 & PCYFF 2 of the Joint LDP. Therefore, it is considered that the policies are continuing to being implemented effectively.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

Indicator D18

D18 - Number of planning applications for highly vulnerable development permitted in C2 floodplain areas

Objective:

SO5: Ensuring that development in the Plan area supports the principles of sustainable development and creates sustainable communities whilst respecting the varied role and character of the centres, villages and Countryside

S06: Minimize, adapt and mitigate the impacts of climate change. This will be achieved by:

- ensuring that highly vulnerable development is directed away from areas of flood risk wherever possible;
- reduce the need for energy and other resources in developments;
- promote renewable and low carbon energy production within the area;
- make use of suitable previously developed land and unoccupied buildings or ones that are not used to their full capacity, where available;

manage, protect and enhance the quality and quantity of the water environment and reduce water consumption.

Target:

No planning applications for highly vulnerable development permitted in C2 floodplain areas

Relevant policy:

PS 5, PS6, PCYFF 1 & PCYFF 2, ADN 1, ADN 2, ADN3

Outcome:

AMR Period	Outcome
AMR1	X
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓

AMR7	
AMR8	

Trigger level:

One planning application permitted for highly vulnerable development in C2 floodplain areas in any one year

Analysis:

On the 31/03/2025 new Technical Advice Note 15 (Development, flooding and coastal erosion) came into force, together with a new Wales Flood Map containing the following 'Planning flood zones':

- Flood Zone 1
- Flood Zone 2
- Flood Zone 3
- TAN 15 Defended Zones

For the purposes of the AMR it is considered that the new Flood Zone 3 is a close match to the former C2 flood zone. However, it should be noted that applications validated before 31st March 2025 and any subsequent appeals are to be determined under the previous TAN15 (2004). This is to allow a period of grace and determination against the policy framework that was in effect at the time that they were registered.

51 full planning applications were permitted on sites that were wholly/partly within Flood Zone 3; 21 of these were householder applications. No planning applications were approved for a type of development that would be considered as a 'highly vulnerable development' in accordance with Figure 4 of Technical Advice Note 15 (Development, flooding and coastal erosion). Further all application located (partly/fully) within the Flood Zone 3 complied with the tests as contained within TAN 15.

It is concluded that the applications approved were in compliance with policies PS 5, PS6, PCYFF 1 & PCYFF 2 of the Joint LDP. Therefore, it is considered that the policies are continuing to be implemented effectively.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Indicator D19

D19 - Number of planning applications for new development on previously developed land (brownfield redevelopment and conversions of existing buildings) expressed as a % of all development per annum

Objective:

SO5: Ensuring that development in the Plan area supports the principles of sustainable development and creates sustainable communities whilst respecting the varied role and character of the centres, villages and Countryside

S06: Minimize, adapt and mitigate the impacts of climate change. This will be achieved by:

- ensuring that highly vulnerable development is directed away from areas of flood risk wherever possible;
- reduce the need for energy and other resources in developments;
- promote renewable and low carbon energy production within the area;
- make use of suitable previously developed land and unoccupied buildings or ones that are not used to their full capacity, where available;
- manage, protect and enhance the quality and quantity of the water environment and reduce water consumption.

Target:

Maintain or increase proportion of new development permitted on previously developed land (brownfield redevelopment and conversions of existing buildings) compared to average % recorded during 2015/2016 – 2016/2017

Relevant policy:

PS 5, PS6, PCYFF 1 & PCYFF 2, ADN 1, ADN 2, ADN3

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	–
AMR3	–
AMR4	–
AMR5	–
AMR6	–
AMR7	–

AMR8	

Trigger level:

Decrease in proportion of development permitted on previously developed land (brownfield redevelopment and conversions of existing buildings) for 2 consecutive years.

Analysis:

Due to rural nature of the area, opportunities for development of previously developed land are limited to numerous small sites. Whilst development is guided towards the use of these sites in the first instance, pressure for development on greenfield land is inevitable particularly because of the nature of proposals e.g. renewable energy schemes, hosing on exception sites, rural diversification schemes and tourist related development. The proportion of development on previously developed land in Gwynedd is as follows:

% of developments on previously developed land:

- **Gwynedd** 2015-2016 = 14.54ha (44%);
- **Gwynedd** 2016-2017 = No data available, method of entering the data was under review during this period;
- **Gwynedd** 2017-2018 = 12.82ha (64%)
- **Gwynedd** 2018 to current – information is not collated. Unable to report on the indicator,

As the required information is unavailable, it is not possible to conclude whether the indicator is being achieved or not.

Action

Explanation of action
This matter will need to be considered as part of the monitoring framework for the new LDP.

DRAFT

Indicator D20

D20 - Number of planning applications Permitted outside development boundaries

Objective:

SO5: Ensuring that development in the Plan area supports the principles of sustainable development and creates sustainable communities whilst respecting the varied role and character of the centres, villages and Countryside

S06: Minimize, adapt and mitigate the impacts of climate change. This will be achieved by:

- ensuring that highly vulnerable development is directed away from areas of flood risk wherever possible;
- reduce the need for energy and other resources in developments;
- promote renewable and low carbon energy production within the area;
- make use of suitable previously developed land and unoccupied buildings or ones that are not used to their full capacity, where available;
- manage, protect and enhance the quality and quantity of the water environment and reduce water consumption.

Target:

No Planning applications permitted outside development boundaries that do not meet the requirements of Policy PCYFF 1 and other relevant policies

Relevant policy:

PS 5, PS6, PCYFF 1 & PCYFF 2, ADN 1, ADN 2, ADN3

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓

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AMR8	

Trigger level:

One Planning application permitted outside development boundaries that does not meet the requirements of policy PCYFF 1 and other relevant policies in the Plan in any one year.

Analysis:

A total of 356 planning applications were approved outside development boundaries during the 8th AMR period which represents 56% of all permissions.

A breakdown of the types of planning applications approved outside development boundaries are as follows:

- Agriculture and Forestry – 18.6%
- Employment – 5.3%
- Community – 1.1%
- Mixed – 1.4%
- Householder – 36.9%
- Leisure – 0.4%
- Adverts – 1.0%
- Infrastructure & Transport– 1.4%
- Retail – 1.1%
- Housing – 6.7%
- Tourism – 8.1%
- Minerals and Waste – 2.9%
- Energy – 3.9%
- Minor amendments – 11.2%

Most planning applications approved outside development boundaries were householder applications or applications for the minor amendments of conditions for approved planning applications. With regards to housing developments, these included developments within clusters, rural enterprise dwellings, and replacement dwellings which conformed to relevant policies in the Plan. No applications for open market housing developments were approved outside any development boundary. There are also a number of applications for rural development including, for example, tourism, renewable energy and agricultural development which, by their nature, are more likely to be located outside development boundaries. No applications were approved contrary to Policy PCYFF 1.

Action

Explanation of action

DRAFT

Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

Indicator D21

D21 Number of planning applications for standalone renewable energy development granted, per technology, area (Anglesey and Gwynedd Local Planning Authority area) and recorded energy output (GWh)

Objective:

SO5: Ensuring that development in the Plan area supports the principles of sustainable development and creates sustainable communities whilst respecting the varied role and character of the centres, villages and Countryside

SO6: Minimize, adapt and mitigate the impacts of climate change. This will be achieved by:

- ensuring that highly vulnerable development is directed away from areas of flood risk wherever possible;
- reduce the need for energy and other resources in developments;
- promote renewable and low carbon energy production within the area;
- make use of suitable previously developed land and unoccupied buildings or ones that are not used to their full capacity, where available;
- manage, protect and enhance the quality and quantity of the water environment and reduce water consumption.

Target:

50% of the renewable energy potential (1,113.35 GWh) delivered by 2021 to address electricity demand

100% of the renewable energy potential (2,226.7 GWh) delivered by 2026 to address electricity demand

50% of the renewable energy potential (23.65 GWh) delivered by 2021 to address heat demand

100% of the renewable energy potential (47.3 GWh) delivered by 2026 to address heat demand

Relevant policy:

PS 7

Outcome:

AMR Period	Outcome

AMR1	–
AMR2	–
AMR3	X
AMR4	X
AMR5	X
AMR6	X
AMR7	X
AMR8	X

Trigger level:

The amount of energy output from renewable energy sources is 10% or more below the requirements set in the Policy Target

Analysis:

The policies included in the JLDP support applications for suitable renewable energy production developments.

The evidence base does not distinguish between opportunities for renewable energy within the Gwynedd Local Planning Area and Anglesey. As such it is not possible to assess this indicator for Gwynedd Local Planning Area individually and therefore considers the situation against the latest figures for the whole of the Plan area.

In this monitoring period one new renewable energy commercial scale development was granted planning permission, namely Alaw Môn Solar Farm (Enso Energy) (160MW) (permission given in August 2025).

Tables 7 and 8 within the JLDP identifies an installed capacity of 159.6 (MWe) and 12.4 (MWt) within the Plan area in 2016. In the latest 'Energy Generation in Wales' (2026 figures), published by the Welsh Government, the total installed heat and electricity capacity for Anglesey and Gwynedd was 265MW. However, the target within the Plan for this indicator refers to GWh figures and in previous years the Welsh Government has provided this corresponding information in GWh rather than MWe and MWth. Unfortunately, it has not been possible to obtain this information for the AMR8 period.

Indicator D21 sets targets for achieving the potential renewable energy resources identified in the Plan. It was expected that 50% of this of 1,113.35 GWh for electricity and 23.65 GWh

for heat would have been achieved by 2021. However, up to 2025 only 119.6 GWh in addition to the figures within Tables 7 and 8 of the JLDP has been provided. Therefore, the target of 50% the renewable energy potential for heat and electricity being delivered by 2021 has not been achieved.

The Maen Hir Project (formally known as Anglesey Solar Farm) (Lightsource BP) (350MW) has been formally withdrawn from the pre application stage of the Development Consent Order (DCO) process. This decision has been taken as a precautionary step and there remains a commitment to the Project. This scheme would provide 306.6GWh.

The following developments have received permission:

- Parc Solar Traffwll (35MW) (Low Carbon) – pre-commencement conditions have been released and cable installation to the site is taking place.
- Tryslgwyn Wind Farm (5.6MW) (Ventient Energy Ltd) has been granted permission to extend operational period to 29 June 2031.
- Llyn Alaw Wind Farm (20.4MW) (Ventient Energy Ltd) for an extension of operational period to 22 October 2032.
- A 299MW biomass plant at Holyhead a certificate of lawful use was granted confirming that the development has been commenced.
- Porth Wen Solar Farm (49.99MW) (EDF) the site is now operational.
- Morlais (240MW) (Menter Môn) multiple arrays of tidal energy devices remain in the construction phase.
- Alaw Môn Solar Farm (Enso Energy) (160MW) - was given permission in August 2025.
- Glyn Rhonwy Pumped Hydro (100MW) no details received regarding implementation date.

The permitted schemes, as highlighted above, have a potential for energy generated of 3,421.60GWh. This would achieve the target within the Plan however some of the proposals have had permission for some time e.g. the Holyhead Biomass and Glyn Rhonwy Hydro schemes with the Morlais tidal scheme, due to the technology used, likely to take a number of years to be implemented. It is clear therefore that the failure to achieve the target within the Plan is in relation to the implementation of schemes rather than a failure of the Plan's Renewable Energy Policies.

Action

Explanation of action
Continue to monitor. The Renewable Energy policies will need to be reviewed and any regional or local potential identified for such technologies will need to be taken into consideration when preparing the new LDP.

Indicator D22

D22 Prepare and adopt a Supplementary Planning Guidance relating to standalone renewable energy technology

Objective:

SO5: Ensuring that development in the Plan area supports the principles of sustainable development and creates sustainable communities whilst respecting the varied role and character of the centres, villages and countryside.

SO6: Minimize, adapt and mitigate the impacts of climate change. This will be achieved by:

- ensuring that highly vulnerable development is directed away from areas of flood risk wherever possible;
- reduce the need for energy and other resources in developments;
- promote renewable and low carbon energy production within the area;
- make use of suitable previously developed land and unoccupied buildings or ones that are not used to their full capacity, where available;
- manage, protect and enhance the quality and quantity of the water environment and reduce water consumption.

Target:

Prepare and adopt a Supplementary Planning Guidance within 18 months of the Plan's adoption

Relevant policy:

PS 7

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	–
AMR3	–
AMR4	–
AMR5	–
AMR6	–
AMR7	–
AMR8	–

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Trigger level:

Not adopting a Supplementary Planning Guidance within 18 months of the Plan's adoption

Analysis:

There was a delay in the timetable for providing this SPG due to the need to prioritise other SPGs that took longer to prepare and report through the Committees of both Councils.

The publication of Future Wales: The National Plan 2040 together with revised targets within Planning Policy Wales means significant contextual changes in relation to renewable energy technology. A review of the Renewable Energy policies within the Plan will be undertaken in light of these contextual changes as well as the work of preparing a Local Area Energy Plan (LAEP) and will enable an evaluation over the need and content for a future standalone renewable energy technology SPG

Action

Explanation of action
Following the preparation and adoption of the Gwynedd Local Development Plan consideration will need to be given to the need for a separate Renewable Energy SPG.

DRAFT

Indicator D23

D23 - Average density of permitted housing developments in the Plan area

Objective:

SO5: Ensuring that development in the Plan area supports the principles of sustainable development and creates sustainable communities whilst respecting the varied role and character of the centres, villages and countryside.

SO6: Minimise, adapt and mitigate the impacts of climate change This will be achieved by:

- ensuring that highly vulnerable developments are directed away from areas of flood risk wherever possible;
- reduce the need for energy and other resources in developments;
- promote renewable and low carbon energy production within the area;
- make use of suitable previously developed land and unoccupied buildings or ones that are not used to their full capacity, where available;
- manage, protect and enhance the quality and quantity of the water environment and reduce water consumption

Target:

Minimum average net density of 30 housing units per hectare achieved overall in the Plan area

Relevant policy:

PS 5, PS6, PCYFF 1 & PCYFF 2, ADN 1, ADN 2, ADN3

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	✓
AMR3	–
AMR4	–
AMR5	–
AMR6	–
AMR7	–

DRAFT

AMR8	

Trigger level:

Failure to achieve an overall minimum average net density of 30 housing units per hectare in the Plan area for two consecutive years, unless it is justified by Policy PCYFF 2.

Analysis:

New permissions - All permissions (Gwynedd Planning Authority area only) 1

Gwynedd Planning Authority Area = 215 units / 10.79 ha = 19.93 Units per hectare

New permissions: Sites with 5 or more new units (Gwynedd Planning Authority area only)

Gwynedd Planning Authority Area = 174 units/8.53 ha = 20.3 units per hectare

Based on all approved eligible developments, the average density for all permissions is significantly lower than the target of 30 units per hectare. The trigger level refers to failure to deliver an overall density of 30 units per hectare for two consecutive years. Please note that information from the AMR 7 period for Gwynedd only is also below the target level. However, it is noted that the average density for the AMR 7 period is only slightly below the target level. This year's average density of housing developments is 9.6 units per hectare less than the previous AMR period, whilst also noting that new housing developments had risen by 40 units compared to last year's information.

The average density of all relevant single units permitted in Gwynedd during the period of this AMR (26 units on 1.55 hectares) is 16.8 units per hectare. The ability to demand a higher density on individual plots is more challenging based on aspects such as the density of adjacent developments and the character of a settlement along with the shape of the site in some cases.

It cannot be noted, however, that developments on individual plots is the reason for the average density to be under the threshold level for the period of this AMR as the average density on major residential sites (namely those for 5 or more units), which is 20.3 units per hectare, is also below the figure of 30 units per hectare.

1 The information for this indicator is relevant for new permissions and applications to reconsider or extend the expiry date of a previous permission. These are all applications where the requirements of the Joint Local Development Plan would need to be considered. Therefore, it does not consider applications for reserved matters where the principle of the permission had already been granted, nor does it consider certificates of lawfulness for residential use. Neither does it consider any permissions for demolishing and rebuilding houses, i.e. where there is no increase in the number of units. Please note as well, that this information does not include retrospective permissions or permissions that amend the conditions of the extant permissions (and therefore extend the five-year permission further) where a permission has not re-considered specifically the content of the Joint LDP.

Of the 10 sites that obtained permission for 5 or more units in this period, it is noted that the density on only two of these sites is more than 30 units per hectare. On the eight other sites, it was noted that specific reasons had been presented in favour of providing a lower density:

Cae Incline Fields, Bangor (C25/0686/11/LL) - Cadw had significant concerns about adverse impact that the development would have on the Scheduled Ancient Monument of Penrhyn Slate Quarry Railway and the location of Penrhyn Castle, a Grade II* scheduled historic park and garden of national importance. This plan has been designed to overcome these concerns, and the Planning Statement states that lower housing densities will be proposed this time to respect the value of the heritage assets that abut the site.

Land off Caernarfon Road, Pwllheli – Eastern Plot (C23/0673/45/AM) - The area of the site that can be developed is considerably limited by the topography and the vegetation surrounding the western boundary is dense. There is also an earth embankment sloping towards Ffordd Caernarfon and therefore limits the potential to develop the site. The restrictions that are part of the topography and established vegetation of the site lead to a narrow section of development land, which explains the long scheme proposed. In addition to the topography there are matters involving ecology / biodiversity and drainage that entails a density lower than 30 units per hectare.

Cefn Capel, Botwnnog (C24/0205/32/LL) - The reason for proposing fewer houses than the total noted in the allocation is the need to ensure sufficient space within the site to provide a play/open plot and in order to ensure a sufficient area for the sustainable drainage system.

Land near Ffordd Glanffynnon, Llanrug (C25/0651/23/LL) - Information submitted with the application states that the density is lower than that required by Policy PCYFF 2 due to site constraints and the need to accommodate SuDS features and areas for ecology enhancement.

Land off Caernarfon Road, Pwllheli – Western Plot (C23/0671/45/AM) The development area of the site is significantly restricted by its topography which is on a slope from the north towards the centre of the site, with a steep embankment to the northern side. In addition to the topography there are matters involving ecology / biodiversity and drainage that entails a density lower than 30 units per hectare.

Land adjacent to Maes Llwyd, Llanystumdwy (C25/0204/41/LL) - It is noted that the applicant has noted that 'it is considered that the character and density of the development is generally consistent with direct characteristics within the settlement of Llanystumdwy. Bearing this in mind, the type of proposed housing points to a density that is consistent with a density that

is considered acceptable as noted by local and national policies whilst also making the best use of available housing land as advocated by Planning Policy Wales". This is acknowledged and considered to be sufficient justification for the density being proposed and therefore complies with the requirements of the policy.

Land adjacent to Llys yr Eifl, Trefor (C25/0824/37/LL) - Information submitted with the application noted that the need to accommodate SuDS features, green infrastructure, planting, and other infrastructure including the access road and turning heads justifies a reduction in density as per the proposal.

It is noted that Policy PCYFF 2 refers to a minimum density of 30 housing units per hectare unless there are local circumstances or restrictions on the site that determine a lower density. It is believed that specific circumstances exist, on individual plots as well as some larger sites, which has meant development at a density that is lower than this figure.

Land opposite Deunant, Aberdaron (C25/0418/30/LL) - Information submitted with the application states that the need to accommodate SuDS features, green infrastructure, planting, and other infrastructure including the access road and turning heads justifies a reduction in density.

It is noted that Policy PCYFF 2 refers to a minimum density of 30 housing units per hectare unless there are local circumstances or restrictions on the site that determine a lower density. It is believed that specific circumstances exist, on individual plots as well as a number of larger sites, which has meant development at a density that is lower than this figure.

It is noted that circumstances change from year to year with regard to sites that receive planning permissions. It is noted that density figures have been much higher in previous years. Therefore, it is not believed that the figure for the period of this AMR is a cause for concern, but it is believed that this aspect can be looked at further during the preparation of the new Plan.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

Indicator D24

D24 – Prepare and adopt a Supplementary Planning Guidance on design matters

Objective:

SO7: Ensure that all new development meets high standards in terms of quality of design, energy efficiency, safety, security (persons and property) and accessibility, relates well to existing development, enhances public realm and develops locally distinctive quality places.

Target:

Prepare and adopt a Supplementary Planning Guidance on design matters within 12 months of adoption

Relevant policy:

PCYFF 2, PCYFF 3, PCYFF 4

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	–
AMR3	–
AMR4	–
AMR5	–
AMR6	–
AMR7	–
AMR8	–

Trigger level:

Not adopting a Supplementary Planning Guidance within 12 months of adoption

Analysis:

The policy target is currently not achieved as anticipated, but this does not lead to concerns regarding policy implementation.

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The timescale for adopting a revised Supplementary Planning Guidance (SPG) on Design has been set for Quarter 4 in 2017/18. This target has not been achieved due to changes in the JLDP schedule of works and resource priorities.

However, the local planning authority continues to use a SPG which derives from the Unitary Development Plan and can also refer to national guidance when determining new applications.

As the JLDP policy on Design is in line with National Guidance it is not felt that the slippage in the delivery of a new SPG has been detrimental to the decision-making process.

Action

Explanation of action
Following the preparation and adoption of the Gwynedd Local Development Plan consideration will need to be given for the need to prepare a Design SPG.

DRAFT

Indicator D25

D25 - Number of new housing permitted per category in the Settlement Hierarchy set out in Policy PS 17, expressed as a % of all developments developed per annum

Objective:

SO8: Ensure that settlements are sustainable, accessible and meet all the needs of their communities in accordance with their role in the settlement hierarchy:

Target:

From the date of adoption, number of housing units permitted per category of settlement, expressed as a % of all residential developments, in accordance with the requirements of Policy PS 17, which is as follows:

Sub-regional Centre and Urban Service Centres = 53%
Local Service Centres = 22%
Villages, Clusters and the Countryside = 25%

Relevant policy:

PCYFF 2, PCYFF 3, PCYFF 4 & PS17

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	–
AMR4	–
AMR5	–
AMR6	–
AMR7	–
AMR8	–

Trigger level:

From the date of adoption, the number of housing units permitted over 2 consecutive years, expressed as a % of all residential development, in the:

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- Sub Regional Centres and Urban Service Centres and the Local Service Centres falls below the % requirement;
- Villages, Clusters and countryside is higher than the % requirement

Analysis:

Information for 2025-26 - Gwynedd Planning Authority Area only – All permissions

*It is noted that exception sites are considered based on the settlement it borders with, rather than as a location in the countryside.

Tier	Number of units approved	Percentage of all residential permissions	Target Distribution
Sub-regional Centre and Urban Service Centres	112	52.1%	53%
Local Service Centres	46	21.4%	22%
Villages, Clusters and the Countryside	57	26.5%	25%
Total	**215**	-	

Information for 2025/26for new permissions only i.e. excluding the 1 unit that is subject to an extension of a previous consent period.

Tier	Number of units approved	Percentage of all residential permissions	Target Distribution
Sub-regional Centre and Urban Service Centres	112	52.3%	53%
Local Service Centres	46	21.5%	22%
Villages, Clusters and the Countryside	56	26.2%	25%
Total	**214**	-	-

The trigger level associated with the indicator notes that the number of housing units approved over two consecutive years should be considered. When combining information for AMR 7 and AMR 8 collectively (1st April 2024-31st March 2026), the following information is noted (Gwynedd Planning Authority Area only):

Collective information for AMR 7 and AMR 8 period – All permissions

Tier	Number of units approved	Percentage of all residential permissions	Target Distribution
Sub-regional Centre and Urban Service Centres	173	44.6%	53%
Local Service Centres	63	16.2%	22%
Villages, Clusters and the Countryside	152	39.2%	25%
Total	**388**	-	-

Information for AMR 7 and AMR 8 period for new permissions only i.e. excluding permissions to extend the time period of previous consents

Tier	Number of units approved	Percentage of all residential permissions	Target Distribution
Sub-regional Centre and Urban Service Centres	173	49.7%	53%
Local Service Centres	63	18.1%	22%
Villages, Clusters and the Countryside	112	32.2%	25%
Total	**348**	-	-

AMR 8 Period only – It is clear the distribution of planning permissions in each housing tier corresponds very effectively with the target levels. All percentages are within 2% of the stated target for those settlement tiers) for all permissions and new permissions). However, it is important not to consider the information for one single year, and there is a need to consider broader periods to get a full picture of the situation in terms of this indicator.

Two consecutive years (AMR 7 and AMR 8 periods jointly) - When comparing the trigger levels between the two-year period collectively, it can be noted that the number of new units granted permission in the period of AMR 8 has brought the two-year total closer to the target level compared with the figures reported in AMR 7. This is for all permissions and also new permissions only. It is therefore believed that the information for this period does convey a clearer compliance with the target distribution.

It is important to consider that the situation can change from year to year depending on various aspects such as the aspirations of developers and potential opportunities that arise. However, this would certainly need to be considered carefully when preparing the new Plan and the way that the housing growth will be distributed.

See appendix 2 for maps showing the distribution of planning permissions for residential units in 2025/26 together with the number of cumulative permissions since the adoption of the Plan.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

National Significant Infrastructure projects and Related Developments

Wylfa Newydd

Horizon submitted a Development Consent Order for the development of a new nuclear power station on 1 June 2018. The application was the subject of an examination by a Panel of Planning Inspectors appointed by the Secretary of State for the Ministry of Housing, Communities and Local Government. The Public Examination came to an end (closed) on 23 April 2019. At the end of the examination, the Panel had three months to submit a report to the Secretary of State for Business, Energy, and Industrial Strategy, outlining its conclusions and its recommendations with regard to whether permission should be granted, with the final decision to be made by the Secretary of State on or before 23 October 2019 (6 months after close of examination).

The decision date was later rescheduled to 31 March 2020 to allow further information in respect of environmental effects and other outstanding issues which required further consideration.

As a result of the restrictions relating to Covid-19 the Secretary of State decided to reschedule the decision to 30 September 2020, as the Parliament was not currently sitting. The intention was that a statement outlining the revised decision would be made to the House of Commons and House of Lords in accordance with section 107 (7) of the Planning Act (2008) as soon as possible after parliament resumes.

On 22nd September 28th September and 18th December 2020 Horizon sent correspondence to the Secretary of State requesting a deferral of the Wylfa Newydd's Development Order Application (DCO) decision. It was noted that the reason for requesting a deferral was due to ongoing discussions with third parties who had expressed an interest in progressing the development of a new nuclear power station following Hitachi's withdrawal. On the 27th of January 2021 the Development Order Application was withdrawn by Horizon Nuclear Power. The application was withdrawn due to the lack of investors in the project and the lack of a new funding policy from the Government. The decision has resulted in Hitachi deciding to wind up Horizon as an operational development entity by 31 March 2021. As a result, it was considered appropriate that the Development Order Application be withdrawn.

DRAFT

Indicator D26

D26 – Stage in the application for Development Consent Order (DCO) in relation to Wylfa Newydd)

Objective:

SO9: Support and capitalise on the development of the Wylfa Newydd Project and associated development to maximise socio-economic opportunities for local business and sustainable employment opportunities for local people, including facilitating a suitable network of Wylfa Newydd project related associated development sites while ensuring that adverse effects of the Wylfa Newydd project on the local communities are appropriately avoided, or mitigated and where appropriate legacy benefits are provided.

Target:

Application for Wylfa Newydd DCO submitted for approval by December 2017.

Application for Wylfa Newydd DCO approved by May 2018.

Relevant policy:

PS 8, PS 9, PS 10, PS 11, PS 12

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	–
AMR3	X
AMR4	X
AMR5	X
AMR6	X
AMR7	X
AMR8	X

Trigger level:

Horizon Nuclear Power fails to submit an application for DCO by December 2017.

Horizon Nuclear Power fails to obtain approval of DCO application by December 2018.

DRAFT

Analysis:

The Development Consent Order application was submitted on 1 June 2018. The Public Inquiry is programmed to end on 23 April 2019. The findings and conclusions of the Inquiry, along with the recommendations of the independent Inspectors was presented to the Secretary of State. The final decision from the Secretary of State was expected by 23 October 2019. However, upon the request of the Secretary of State to receive further information in relation to the environmental impact of the development, this period was further extended to 31 March 2020. Following a request from Horizon Nuclear power that the Secretary of State defers the decision, on 27 January 2021 it was confirmed that Horizon Nuclear Power had withdrawn the Development Consent Order application.

Action

Explanation of action
No action currently required. Continue to monitor. Any developments related to Wylfa Newydd will need to be considered and addressed when preparing the Gwynedd Local Development Plan.

DRAFT

Indicator D27

D27 – Status of application to DECC for final approval

Objective:

SO9: Support and capitalise on the development of the Wylfa Newydd Project and associated development to maximise socio-economic opportunities for local business and sustainable employment opportunities for local people, including facilitating a suitable network of Wylfa Newydd project related associated development sites while ensuring that adverse effects of the Wylfa Newydd project on the local communities are appropriately avoided, or mitigated and where appropriate legacy benefits are provided.

Target:

Wylfa Newydd project gets approval / "sign off" from DECC by December 2019.

Relevant policy:

PS 8, PS 9, PS 10, PS 11, PS 12

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	–
AMR3	X
AMR4	X
AMR5	X
AMR6	X
AMR7	X
AMR8	X

Trigger level:

Horizon Nuclear Power fails to get approval / "sign off" from DECC by December 2019.

Analysis:

The Development Consent Order application was submitted on 1 June 2018. The Public Inquiry came to an end on 23 April 2019. The findings and conclusions of the Inquiry, along with the recommendations of the independent Inspectors was presented to the Secretary of

State. The final decision from the Secretary of State was expected by 23 October 2019. However, upon the request of the Secretary of State to receive further information in relation to the environmental impact of the development, this period was further extended to 31 March 2020. Following a request from Horizon Nuclear power that the Secretary of State defers the decision, on 27 January 2021 it was confirmed that Horizon Nuclear Power had withdrawn the Development Consent Order application.

Action

Explanation of action
No action currently required. Continue to monitor. Any developments related to Wylfa Newydd will need to be considered and addressed when preparing the Gwynedd Local Development Plan.

DRAFT

Indicator D29

D29 – Number and type of Wylfa Newydd Project related development commenced.

Objective:

SO9: Support and capitalise on the development of the Wylfa Newydd Project and associated development to maximise socio-economic opportunities for local business and sustainable employment opportunities for local people, including facilitating a suitable network of Wylfa Newydd project related associated development sites while ensuring that adverse effects of the Wylfa Newydd project on the local communities are appropriately avoided, or mitigated and where appropriate legacy benefits are provided.

Target:

Individual Wylfa Newydd Project related development commenced in accordance with the individual Planning consents.

Relevant policy:

PS 8, PS9, PS10, PS11, PS12

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

Wylfa Newydd Project related development not started within the timeframe set out in the individual Planning consents and the Development Consent Order (as applicable).

DRAFT

Analysis:

Following the decision by Horizon Nuclear Power to withdraw the Development Consent Order, no associated development has commenced. Planning permission has been granted for improvements to the A5025 (27C106E/FR/ECON) in 2018 followed by a further application extend the commencement period for the works (VAR/2020/24) up until July 2023.

Action

Explanation of action
No action currently required. Continue to monitor. Any developments related to Wylfa Newydd will need to be considered and addressed when preparing the Gwynedd Local Development Plan.

DRAFT

Providing Opportunities for a Flourishing Economy

Economic Vision

The Council will continue to work closely with Welsh Government and other Authorities across North Wales through the North Wales Economic Ambition Board. The Board is a joint group of private and public establishments in North Wales which have committed to promote economic growth across the area. The key objectives include encouraging business investment in North Wales and helping local companies to take advantage of opportunities in the supply chain and encourage connection skills with work in the region.

At the end of 2017 a partnership of the six North Wales Councils, business partners, colleges and universities formally launched the North Wales Growth Deal. The Growth deal notes a vision for the region, with the aim of creating 5,300 jobs and attracting a private sector investment worth £1 billion in the region over the coming 15 years. The final agreement for the North Wales Growth Deal was signed on December 17, 2020. The deal is backed with £120 million each from the Welsh and UK Governments. It is hoped that the Growth Deal will transform the region's economy by supporting green and sustainable growth.

DRAFT

Indicator D31

D31 - Amount of employment land or floor space (use class B1, B2 and B8) included on sites set out in Policy CYF 1 lost to other uses

Objective:

SO10: Ensure that a network of employment sites and premises of a size and quality is safeguarded and allocated in sustainable locations that best meet the needs of existing businesses and are able to support the growing sectors of the local economy, attracting investment, and retaining and increasing the number of indigenous jobs.

Target:

No net loss of employment land/floor space to alternative uses (uses other than use class B1, B2 and B8) contrary to Policy CYF 3 or Policy CYF 5

Relevant policy:

CYF 1, CYF 3 A CYF 5

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	–

Trigger level:

One planning application permitted that does not accord with Policy CYF 3 or Policy CYF 5

Analysis:

A total of 10 planning applications were permitted on safeguarded employment sites in accordance with Policy CYF 1. 11 of these applications were associated with uses in use classes

B1, B2, and B8 or other existing uses located on the safeguarded employment sites. The one application that were not associated with these uses that was permitted was:

- C26/0052/25/LL: Resubmission of an application to change the use of the existing B1 office unit into a mixed use comprising a medical outpatient unit (use class D1) and office space (B1) - 14 Llys Castan Ffordd Y Parc, Parc Menai, Bangor, LL57 4FH

This application was granted planning permission by the Planning Committee against to the recommendation the planning case officer (i.e. contrary to policy CYF5) and consequently the 'Trigger Level' has been reached.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Indicator D32

D32 - Amount of employment land on safeguarded sites included in Policy CYF 1 taken up by use class B1, B2 or B8 development

Objective:

SO10: Ensure that a network of employment sites and premises of a size and quality is safeguarded and allocated in sustainable locations that best meet the needs of existing businesses and are able to support the growing sectors of the local economy, attracting investment, and retaining and increasing the number of indigenous jobs.

Target:

6.9 ha employment land on safeguarded sites taken up per annum in Gwynedd

14.3ha employment land on safeguarded sites taken up per annum in Anglesey

Relevant policy: CYF 1, CYF 3 a CYF 5

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	X
AMR6	X
AMR7	X
AMR8	X

Trigger level:

Less than 27.4 ha employment land taken up on safeguarded employment sites by 2021 in Gwynedd Less than 57 ha employment land taken up on safeguarded employment sites by 2021 in Anglesey

DRAFT

Analysis:

The monitoring trigger relates to the size of the safeguarded employment land that has been taken up by the end of 2021.

In Gwynedd, 5.189ha of land has received permission for employment use on safeguarded employment sites during the eighth Annual Monitoring Report period (AMB8).

Including planning permissions granted during AMB1, AMB2, AMB3, AMB4, AMB5, AMB 6, & AMB7 the cumulative total of land that has received permission for employment use on safeguarded employment sites in Gwynedd is 22.099ha (includes relocating a 0.47ha unit on the Cibyn Estate associated with the Caernarfon bypass development).

It is noted that the permission rate on safeguarded employment sites during this short time period is lower than expected. It is considered that the Plan is a facilitator in terms of providing employment sites and that fewer applications for developments on the employment sites are likely to be based on economic matters that are beyond the Plan's control.

*NOTE: Part of the Caernarfon bypass runs through the south-western corner of the Cibyn Industrial Estate. A small part of the current estate has been lost to the bypass.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Indicator D33

D33 - Amount of employment development (hectares) permitted on allocated sites as a % of all employment allocations

Objective:

SO10: Ensure that a network of employment sites and premises of a size and quality is safeguarded and allocated in sustainable locations that best meet the needs of existing businesses and are able to support the growing sectors of the local economy, attracting investment, and retaining and increasing the number of indigenous jobs.

Target:

Secure planning permission on the allocated employment site in Gwynedd by 2019

Secure planning permission for 64 ha employment land on allocated site in Anglesey by 2021

Secure planning permission for 112 ha employment land on allocated sites in Anglesey by 2024

Secure planning permission for 144 ha employment land on allocated sites in Anglesey by 2026

Relevant policy:

CYF 1, CYF 3 a CYF 5

Outcome:

AMR Period	Outcome
AMR1	X
AMR2	X
AMR3	X
AMR4	X
AMR5	X
AMR6	X
AMR7	X
AMR8	X

DRAFT

Trigger level:

Total amount of employment land permitted falls below the cumulative requirement identified in the Policy Target

Analysis:

No planning application was submitted on an allocated site within Gwynedd during AMB 8.

The target notes the need for the sites to be brought forward by 2019 and consequently the trigger level has already been reached. However, the economic climate is significantly different to when the Plan was adopted, and it is considered that this has had a considerable impact on the take up of employment land.

*NOTE: This analysis relates to the Gwynedd Local Planning Authority area only.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan. It is intended to prepare an Employment Land Review will be prepared as part of the evidence base to support the new Plan.

DRAFT

Indicator D35

D35 – Employment status of 16 years +

Objective:

SO11: Secure opportunities to improve the workforce's skills and education

Target:

To achieve an increase in the rate of economic activity by 2026 compared to level in 2017

Relevant policy:

PS 9, ISA 3

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	–
AMR3	–
AMR4	–
AMR5	✓
AMR6	–
AMR7	–
AMR8	✓

Trigger level:

The rate of economic activity declines for 2 consecutive years

Analysis:

Local Workforce Survey: A Summary of Economic Activity (16-64)

	Year ending Mar 2021	Year ending Mar 2022	Year ending Mar 2023	Year ending Mar 2024	Year ending Mar 2025	Year ending 2026
Ynys Môn	78.8%	74.1%	79.6%	Not Monitoring	Not Monitoring	Not Monitoring

DRAFT

Gwynedd	77.9%	75.9%	77.7%	73.7	76.7%	80.5 (+3.8%)
Wales	76.6%	75.6%	75.5%	76.2	75.1%	75.5% (+0.4%)

Origin: Stats Cymru - Economic Activity Rate (16-64) according to Local Area and Year in Wales

The rate of economic activity rate in Gwynedd has increased between March 2025 and March 2026.

Action

Explanation of action
No action currently required. Continue to monitor.

DRAFT

Indicator D36

D36 – Number of people commuting out of Anglesey to Gwynedd

Objective:

SO11: Secure opportunities to improve the workforce's skills and education

Target:

Following the Plan's adoption reduce the number of people commuting out of Anglesey to Gwynedd by 2026 compared to level in 2017

Relevant policy:

PS 9, ISA 3

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	✓
AMR3	X
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

Failure to reduce number of people commuting out of Anglesey to Gwynedd by 2021

Analysis:

The table below highlights commuting patterns from Anglesey to Gwynedd over recent years.

DRAFT

Year	Total Anglesey commuters	Number of commuters from Anglesey to Gwynedd	% of commuters from Anglesey to Gwynedd
2016	32,200	7,900	24.5%
2017	31,500	7,000	22.2%
2018	32,200	7,900	24.5%
2019	32,000	7,500	23.4%
2020	30,900	7,400	24%
2021	30,000	5,700	19%
2022	31,600	4,300	13.6%
2023	32,500	4,800	14.8%
2024	30,300	6,500	21.5%
2025	33,300	7,200	21.6%

(Source: StatsWales, Welsh Government)

As can be seen, the rate of the working population commuting from Anglesey to Gwynedd has fluctuated over the years, after a clear decrease between 2021 and 2023 there has been an increase in 2024 and 2025 although still lower than the situation in 2016.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan

DRAFT

Indicator D37

D37 - Number of planning applications permitted for new businesses in Service/ Local/ Rural/ Coastal Villages or in the countryside

Objective:

SO12: Diversify the Plan area's rural economy, building on opportunities, offering local employment opportunities with good quality jobs that are suitable for the local community and respects environmental interests.

Target:

New small-scale businesses permitted on suitable sites or in suitable buildings within or near villages or in the countryside in accordance with Policy CYF 6

Relevant policy:

CYF 6

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

No planning applications for new small scale businesses permitted on sites/ within buildings within or close to a village or in the countryside for two consecutive years

Analysis:

3 planning applications were approved for new businesses in service/local/rural/coastal villages and the open countryside that have referred to Policy CYF 6 in considering the

principle of the proposal. The types of applications that have been approved include commercial offices, office accommodation and portable office units (and parking for staff).

It appears that Policy CYF 6 is continued to be used effectively to approve new small-scale business applications and can therefore contribute towards ensuring economic prosperity and employment opportunities in rural areas.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan

DRAFT

Town Centres and Retail Developments

Retail centres in both authorities remain the focus for retail uses. No major applications have been received for retail use during the eighth AMR period within the town centres or primary retail area. The impact of Brexit and the Covid-19 pandemic on town centres has increasingly manifested itself during recent years with several high street flagship stores closing. This has meant that some of our main town centres were left with a noticeable void.

In 2020 the Welsh Government published a document 'Building Better Places: The Planning System Delivering Resilient and Brighter Futures'. This document sets out the priorities for the planning system in Wales following the Covid pandemic. Considerable emphasis is given within the document to the recovery of the high street following Covid.

DRAFT

Indicator D38

D38 - Amount of major retail, office and leisure development permitted (sq. m) within and outside established town centre boundaries

Objective:

SO13: Promote vital and vibrant town centres in Amlwch, Bangor, Blaenau Ffestiniog, Holyhead, Caernarfon, Llangefni, Porthmadog and Pwllheli, that have either maintained or rediscovered their purpose as centres for work and services, and that are vibrant and attractive places for residents and visitors.

Target:

Annual amount of major retail floor space (sq. m.) permitted within established town centre boundaries compared to annual amount permitted outside established town centre boundaries on edge of centre sites and out of centre sites

Relevant policy:

MAN 1, MAN 2 & MAN 3

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	–
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	–
AMR7	–
AMR8	–

Trigger level:

Annual amount of major retail floor space (sq. m.) permitted on sites located outside established town centres exceeds annual amount permitted within established town centres

DRAFT

Analysis:

It is noted that the indicator trigger level has already been reached because of allowing a major retail application (C19/0398/11/LL) outside Bangor city centre during Annual Monitoring period 2 (1 April 2019 – 31 March 2020).

No major retail planning applications were submitted during this monitoring period (AMB 8).

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan

DRAFT

Indicator D39

D39 – Undertake a study to explore potential candidate retail sites in Bangor, Llangefni and Pwllheli.

Objective:

SO13: Promote vital and vibrant town centres in Amlwch, Bangor, Blaenau Ffestiniog, Holyhead, Caernarfon, Llangefni, Porthmadog and Pwllheli, that have either maintained or rediscovered their purpose as centres for work and Services, and that are vibrant and attractive places for residents and visitors.

Target:

Study to explore potential candidate retail sites in Bangor, Llangefni and Pwllheli undertaken by end of 2017/2018.

Allocate retail sites in Bangor, Llangefni and Pwllheli to address results of the Study in the Plan's review.

Relevant policy:

MAN 1, MAN 2, MAN 3

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	–
AMR3	–
AMR4	–
AMR5	–
AMR6	–
AMR7	–
AMR8	–

Trigger level:

Not undertaking a study to explore potential candidate retail sites in Bangor, Llangefni and Pwllheli undertaken by end of 2017/2018.

Failure to provide retail sites to address results of the Study.

Analysis:

Since adopting the Joint LDP, it appears that the number of planning applications for retail uses (A1) in Bangor and Pwllheli are relatively low, and in reality, what is being submitted are applications to change the use of A1 use class units to alternative uses, such as A3 or C3 use or to decrease the retail floorspace. Brexit and the Covid pandemic have had a noticeable impact on the high streets, with flagship stores vacating town centres rather than a demand for additional retail area. Due to the lack of progress and pressure for A1 development in these specific retail centres it appears that the demand for retail development is not in-keeping with the conclusions of the Retail Study (2013) conducted by Applied Planning. Therefore, it is not considered appropriate to hold a Study to examine potential retail sites in Bangor and Pwllheli. It is anticipated that the Retail Study (2013) will be updated during the process of reviewing the Plan. The findings of the Study are grounds to the retail policies in the review and enable us to anticipate whether the pressure and the demand for more comparison goods floor space still exists in Bangor and Pwllheli.

The policies contained within the Plan facilitates the provision of retail sites in accordance with the demand and site propriety, and therefore a policy mechanism is in place to meet the need should it arise. Furthermore, it is considered appropriate to hold a review of the Retail Study during the process of reviewing the Plan to discover whether the conclusions are still current and assess the need for provision for retail floor space.

Due to the lack of demand for retail space since the Plan was adopted, it is considered appropriate that future need and demand for retail space is properly considered as part of the Plan review.

*NOTE: This analysis relates to the Gwynedd Local Planning Authority Area only

Action

Explanation of action
Continue to monitor. This will be considered during the plan preparation of the Gwynedd Local Development Plan.

Indicator D40

D40 – Number of planning applications for non-A1 uses permitted in individual primary retail areas

Objective:

SO13: Promote vital and vibrant town centres in Amlwch, Bangor, Blaenau Ffestiniog, Holyhead, Caernarfon, Llangefni, Porthmadog and Pwllheli, that have either maintained or rediscovered their purpose as centres for work and services, and that are vibrant and attractive places for residents.

Target:

A1 uses remain the predominant use within individual primary retail areas compared to the 2017 retail floor space study

Relevant policy:

PS 15, MAN 1, MAN 2, MAN 3

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

Non-A1 uses permitted in individual primary retail areas contrary to Policy MAN 2

Analysis:

10 applications permitted in the Primary Shopping Area. All applications conform to the policy's criteria:

- 2 permissions to convert 1st floor into flats,
- 1 permission to change from A1 use to A3 use,

- 3 permissions for adverts,
- 2 permissions to change windows and doors,
- 1 permission to alter the opening hours,
- 1 permission to install ATM.

It is considered that the plan's retail Policy is implemented efficiently as no permission has been granted for a use that is not a town centre use (as defined in PPW). The Council will continue to monitor the indicator.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan

DRAFT

The Visitor Economy

Tourism is a dynamic sector which changes continuously. It plays a substantial part in the economy of the plan's area. The visitor economy provides jobs, services and facilities that are essential to the well-being and enjoyment of local communities and residents of the plan's area.

The importance of tourism Gwynedd can be seen in the statistics below:

Tourism Summary for Gwynedd* 2023 (STEAM)

Total economic impact of tourism (£Bn) % change from 2022	**1.72** -0.6%
Total visitor days (Millions) % change from 2022 **Staying visitor days (Millions)** % change from 2022	**24.20** +0.1% **20.25** -0.8%
Total visitor numbers (Millions) % change from 2022 **Number of staying visitors (Millions)** % change from 2022 **Number of day visitors (Millions)** % change from 2022	**8.02** +1.7% **4.07** -1.2% **3.95** +4.9%
Number of FTE[1] jobs supported by tourism spend % change from 2022	**17,538** -1.1%

[1] FTE = Full Time Employment

Indicator D41

D41 – Number of visitor attractions and facilities or improvements to existing attractions and facilities permitted

Objective:

SO14: Manage the area as an alternative sustainable destination for tourists by providing facilities of a high standard that meet modern day needs and offer benefits throughout the year

Target:

New or improved visitor attractions and facilities permitted on suitable sites in accordance with policy TWR 1

Relevant policy:

PS 14, TWR 1

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	–
AMR7	–
AMR8	✓

Trigger level:

No planning applications for new or improved visitor attractions or facilities permitted for 2 consecutive years

Analysis:

1 new permission for tourist facilities in this AMR period.

DRAFT

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan

DRAFT

Indicator D42

D42 – Number of applications for new permanent and temporary alternative camping units permitted

Objective:

SO14: Manage the area as an alternative sustainable destination for tourists by providing facilities of a high standard that meet modern day needs and offer benefits throughout the year

Target:

New permanent or temporary alternative camping units permitted in accordance with Policy TWR 3 or Policy TWR 5

Relevant policy:

PS 14, TWR 3, TWR 5

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

No planning applications for new permanent or temporary alternative camping units permitted for 2 consecutive years

Analysis:

2 new planning permissions for temporary alternative camping developments (TWR 5).

It is considered that the policies are implemented efficiently. The Council will continue to monitor the indicator.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan

DRAFT

Location of Housing (Part 1)

The Development Plan Manual (Edition 3), March 2020, specifies the need to introduce two new indicators that are based on the Housing Trajectory within the Plan. This replaces the need to undertake a Joint Housing Land Availability Study and to monitor on the basis of the land supply that is noted from that study (Previously Indicator D43 as noted in the Joint LDP). These two new indicators are noted below, namely indicators D43(A) and D43(B).

It is noted that the completion levels in relation to Indicators D43(A) and D43(B) must be presented clearly in the Annual Monitoring Report both in numerical and percentage terms (plus/minus x %).

For those plans published before the issue of the Development Plan Manual (March 2020), such as the Joint LDP, it is noted that housing completion levels are measured against the Average Annual Requirement noted in the Plan.

In accordance with the requirements of the Development Plan Manual (Edition 3, section 8.16), an assessment of the housing provision against the housing trajectory noted in the Plan is made, amending the trajectory in order to compare it with the trajectory that is part of the Plan.

It is noted that the trajectory in the Plan conveys information for the Plan area as a whole, which includes Anglesey. Bearing in mind that the Joint Planning Policy Service came to an end in April 2023, there is now a need to consider information for the Gwynedd Planning Authority area individually. As a result of this, the original trajectory submitted in the JLDP has been conveyed in this AMR based on the Gwynedd Planning Authority area only. The information gathered is therefore considered and assessed against the trajectory for Gwynedd Planning Authority alone.

The original trajectory information conveyed only for the Gwynedd Planning Authority area is noted in the table below:

Year	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	TOTAL
Small sites	74	79	65	75	83	79	79	79	79	79	79	80	80	80	80	1170
Large sites	47	92	107	136	70	79	79	79	79	79	79	79	79	79	80	1243
Allocations	0	0	4	27	58	88	127	165	159	147	147	119	103	90	65	1299
Plan Annual Requirement	247.5	247.5	247.5	247.5	247.5	247.5	247.5	247.5	247.5	247.5	247.5	247.5	247.5	247.5	247.5	3712.5
Total completions	121	171	176	238	211	246	285	323	317	305	305	278	262	249	225	3712
Cumulative completions	121	292	468	706	917	1163	1448	1771	2088	2393	2698	2976	3238	3487	3712	

The Annual Monitoring Report must include a section that includes the original trajectory graph and a Calculating the Anticipated Annual Construction Rate table (or the Average Annual Requirement in the case of the Joint LDP) and the AMR must include an update on both elements. This will make it possible for more detailed monitoring work,

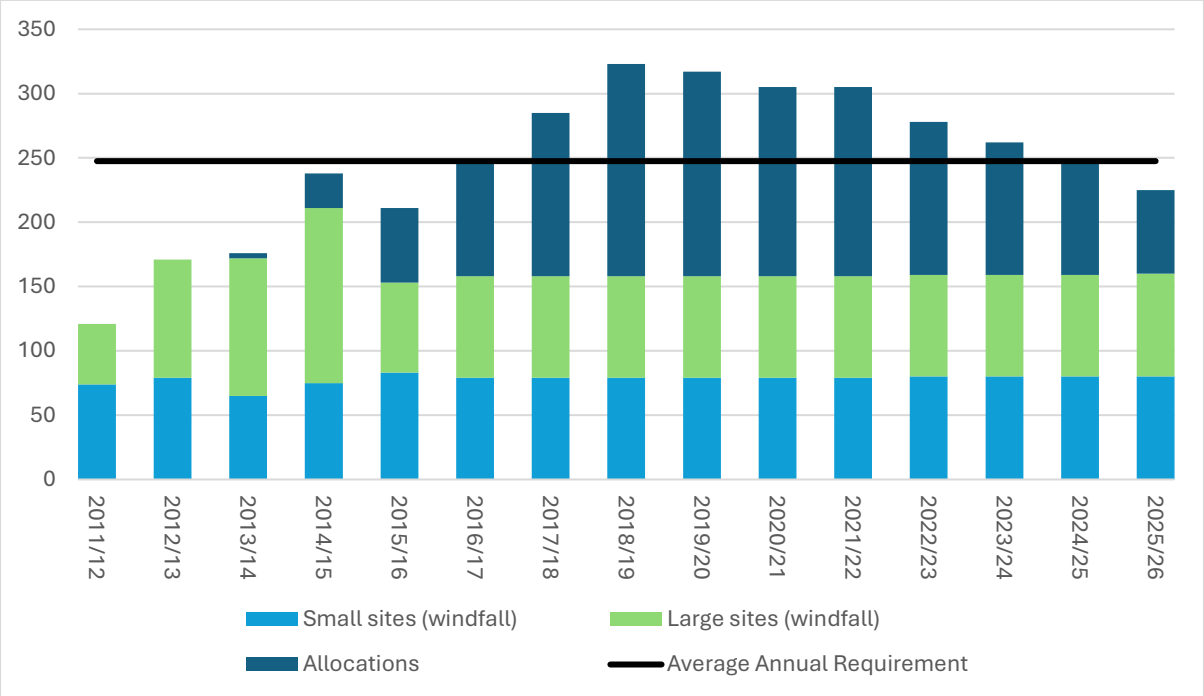
comparison, and analysis to be undertaken in the Annual Monitoring Report. It is noted that the key point is that it should be clear to the readers what has changed between the adopted plan and the current Annual Monitoring Report.

It is noted that observations on the results and implications must be included and clearly note (where relevant) what actions are being taken to address any shortfall/underachievement against the plan's strategy. It is noted that such observations will be offered within the analysis of indicators D43(A) and D43(B) below.

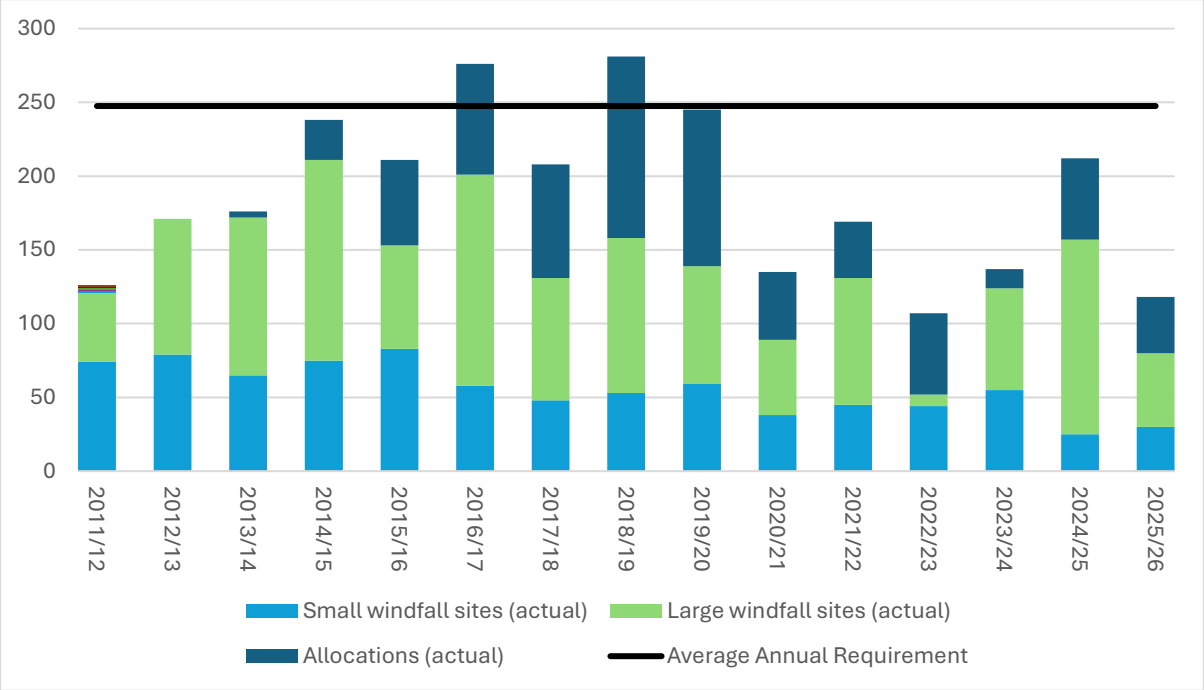
Given that this is the last year of the Plan period, no consultation was held with landowners/developers in relation to establishing the intention regarding the Plan's housing allocations and large land bank sites (5 or more units). No consultation was held with the Housing Stakeholders Group either when considering the proposed trajectory for the remaining JLDP period. Neither is there a need to provide a new trajectory given that this is the last year of the Plan period.

Appendix 3 notes the situation in terms of the housing allocations and the large land bank sites.

Trajectory Graph as noted in the adopted JLDP - information has been conveyed for the Gwynedd Planning Authority area only



Trajectory Graph – based on information in the Annual Monitoring Reports - Gwynedd Planning Authority Area only



This graph is based on the information in the following table which conveys the information in the adopted Plan for the Gwynedd Planning Authority area only.

JLDP year	1 2011 - 12	2 2012 - 13	3 2013 - 14	4 2014 - 15	5 2015 - 16	6 2016 - 17	7 2017 - 18	8 2018 - 19	9 2019 - 20	10 2020 - 21	11 2021 - 22	12 2022 - 23	13 2023 - 24	14 2024 - 25	15 2025 - 26
Completed housing units on large sites	47	92	111	163	128	218	160	228	186	97	124	63	82	187	88
Completed housing units on small sites	74	79	65	75	83	58	48	53	59	38	45	44	55	25	30
Number of housing units expected to be completed on allocated sites during the year															
Number of housing units expected to be completed on land bank sites during the year															
Number of housing units expected to be completed on large windfall sites during the year															

Number of housing units expected to be completed on small windfall sites during the year															
Number of housing units completed during the year	121	171	176	238	211	276	208	281	245	135	169	107	137	212	118
Anticipated number of housing units that will be completed during the year															
Average Annual Requirement	247	247	247	247	247	247	247	247	247	247	247	247	247	247	247

Indicator D43 (A)

The annual levels of housing completions monitored against the Average Annual Requirement

Objective:

SO15: To ensure that a sufficient and appropriate range of housing sites are available in sustainable locations in accordance with the settlement hierarchy to support economic growth.

SO16: To provide a mixture of good quality and affordable housing units, of a range of types and tenures to meet the housing requirements of all sections of the population

Target:

The housing completion levels are measured against the Average Annual Requirement that is noted in the Plan

Relevant policy:

PS16, TAI1- TAI7, PS 18, TAI 5, TAI 8, TAI 15-TAI 19

Outcome:

AMR Period	Outcome
AMR1	
AMR2	–
AMR3	–
AMR4	–
AMR5	–

DRAFT

AMR6	
AMR7	
AMR8	

Trigger level:

Response to deviation that is either significantly higher or significantly lower than the average annual requirement rate

Analysis:

It is noted that for plans published prior to the publication of the Development Plan Manual (March 2020), housing completion levels will be measured against the Average Annual Requirement set out in the Plan.

It is noted that the components of housing supply, including site allocations, large and small windfall sites should also be monitored separately.

These levels must be clearly noted in the Annual Monitoring Report in numerical form and percentages (plus/minus x %).

The following information is noted in terms of the units completed annually against the Average Annual Requirement and the annual completion information that is noted in the housing trajectory in the Joint LDP (noted on the grounds of the Gwynedd Planning Authority area only).

2025/26

Comparison with the housing trajectory (Gwynedd Planning Authority Area only)

	Actual units completed	**Information from the Plan's housing trajectory, i.e. the number of units expected to be completed**	**Comparison between the actual units completed and information in the trajectory**
Small windfall sites (fewer than 5 units)	30	80	-50 (-62.5%)
Major windfall sites (5 units or more – not on allocated	50	80	-30 (-37.5%)

sites)			
Allocated housing sites	38	65	-27 (-41.5%)
Completion total	**118**	**225**	**-107 (-47.6%)**

Comparison with the Average Annual Requirement (Gwynedd Planning Authority Area only)

Actual units completed	Plan's Average Annual Requirement	Comparison between the actual units completed and average annual requirement
118	**247**	-129 (-52.2%)

- In this AMR period, it is noted that 118 units have been completed in the Gwynedd Planning Authority area. The Annual Average Requirement is 247 units for Gwynedd alone (therefore 129 fewer units or -52.2%) and the trajectory envisaged the development of 225 houses, excluding slippage allowance, during 2025/26 (therefore 107 fewer units or -47.6%).
- Compared with the information from the trajectory (excluding the slippage allowance), it is noted that for 2025/26 there were 50 fewer units (-62.5%) completed on small windfall sites; 30 fewer units (-37.5%) on major windfall sites (5 units or more); with 27 fewer units completed on sites that were allocated in the Plan (-41.5%).
- In comparison with previous years, the following information is noted for the Plan area as a whole as well as the Gwynedd Planning Authority area individually:

Joint LDP Area

	Number of units completed	Comparison with trajectory figure	Comparison with Annual Average Requirement
2016/17	402	+6.9%	-16.0%
2017/18	462	-8.5%	-3.5%

2018/19	548	-11.2%	+14.4%
2019/20	453	-28.2%	-5.4%
2020/21	360	-44.4%	-24.8%
2021/22	347	-44.3%	-27.6%
2022/23	298	-47.3%	-37.7%
2023/24	-	-	-

Gwynedd Planning Authority Area

	Number of units completed	Comparison with trajectory figure	Comparison with Annual Average Requirement
2016/17	276	+12.2%	+11.7%
2017/18	208	-27.0%	-15.8%
2018/19	281	-13.0%	+13.8%
2019/20	245	-22.7%	-0.8%
2020/21	135	-55.7%	-45.3%
2021/22	169	-44.6%	-31.6%
2022/23	107	-61.5%	-56.7%
2023/24	137	-47.7%	-44.5%
2024/25	212	-14.9%	-14.2%

- Further discussion relating to the number of units completed annually and on the housing allocations is seen in the analysis to indicators D44 and D45.
- The information for the Gwynedd Planning Authority area for the AMR 8 period is in line with the general trend that has been evident in this area along with the Plan area as a whole since 2019/20, namely the fact that the number of units provided does not meet the requirement in the trajectory or the average annual requirement (which has been conveyed to the Gwynedd Planning Authority area). However, this shortfall is much more significant than last year, conveying the general pattern for recent years for the Gwynedd Planning Authority area. There has been a significant reduction in the number of houses completed in the Gwynedd Planning Authority area in 2025/26 compared with the previous year but it is more consistent with the figures for the four years before that.
- It can be noted, in accordance with the trigger level, that what has been developed is significantly lower than the average annual requirement rate (for the Gwynedd Planning Authority area only). It is believed that there is certainly a need to take into account what is highlighted in this indicator in the preparation of the new Plan.
- In this respect, it is important to consider the various components of housing provision, i.e. the role of small and major windfall sites and allocations, when assessing

the provision as a whole. It is clear that the number of houses that have been developed on allocated sites is significantly lower than what was anticipated in the trajectory (see also the response to indicator D45). It is believed that there is a need to keep an eye on the situation as a whole when preparing a new Plan and it will be important to consider this information along with other contextual matters, such as the economic situation and the content of the Future Wales document along with the information in relation to indicator D43(B) when considering the impact of annual developments on the housing figure as a whole.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

Indicator D43 (B)

Total cumulative completions monitored against the cumulative average annual housing requirement

Objective:

SO15: To ensure that a sufficient and appropriate range of housing sites are available in sustainable locations in accordance with the settlement hierarchy to support economic growth.

SO16: To provide a mixture of good quality and affordable housing units, of a range of types and tenures to meet the housing requirements of all sections of the population

Target:

Cumulative completions will be measured against the cumulative average annual housing requirement set out in the Plan

Relevant policy:

PS16, TAI1- TAI7, PS 18, TAI 5, TAI 8, TAI 15-TAI 19

Outcome:

AMR Period	Outcome
AMR1	
AMR2	–
AMR3	–

AMR4	–
AMR5	–
AMR6	–
AMR7	–
AMR8	–

Trigger level:

Respond to a deviation that is either significantly higher or significantly lower than the cumulative average annual housing requirement

Analysis:

It is noted that for plans published prior to the publication of the Development Plan Manual, cumulative completions will be measured against the cumulative average annual housing requirement set out in the Plan.

The following information is noted in terms of the actual units completed against the expected cumulative completion rate noted in the Joint LDP housing trajectory (noted based on the Gwynedd Planning Authority area only).

Information in terms of the cumulative completion rate up to 2025/26 - information per housing provision component (for the Gwynedd Planning Authority Area only)

	Actual units completed	Information from the Plan's housing trajectory, i.e. the number of units expected to be completed	Comparison between the actual units completed and information in the trajectory
Small sites (fewer than 5 units)	831	1170	-339 (-29.0%)
Major sites (5 units or more – not on allocated sites)	1259	1243	+16 (+1.3%)
Allocated housing sites	715	1299	-584 (-45.0%)

Total cumulative completed units	**2805**	**3712**	**-907 (-24.4%)**

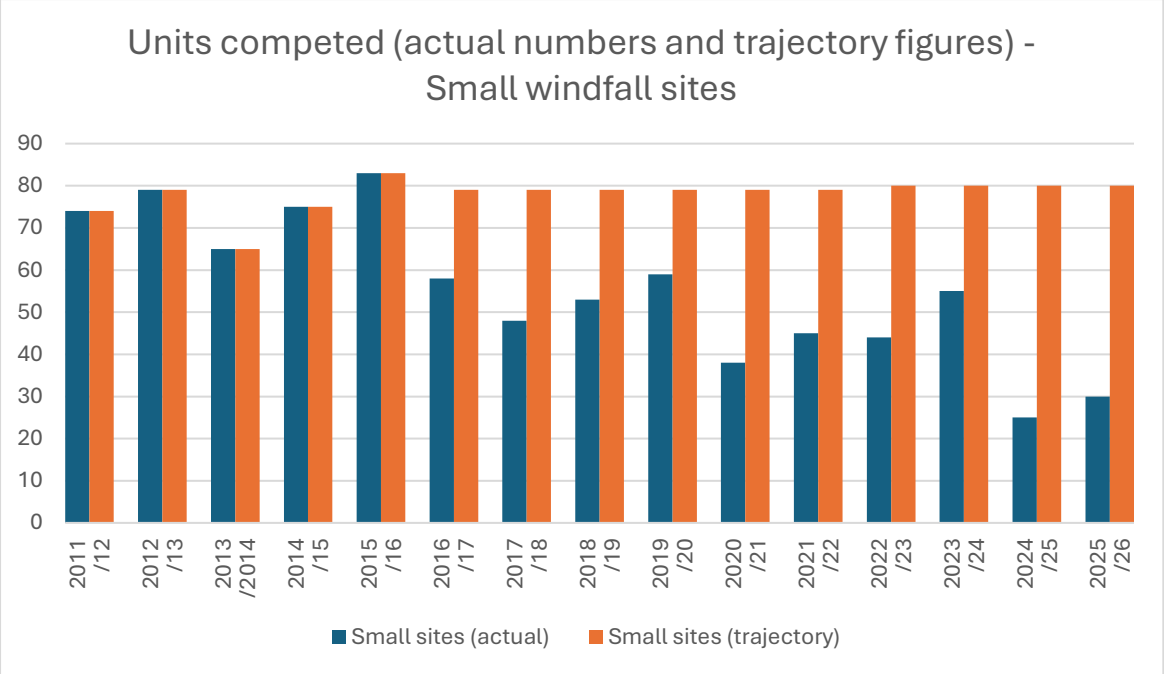
Annual housing provision rate compared to information in the housing trajectory (for the Gwynedd Planning Authority Area only)

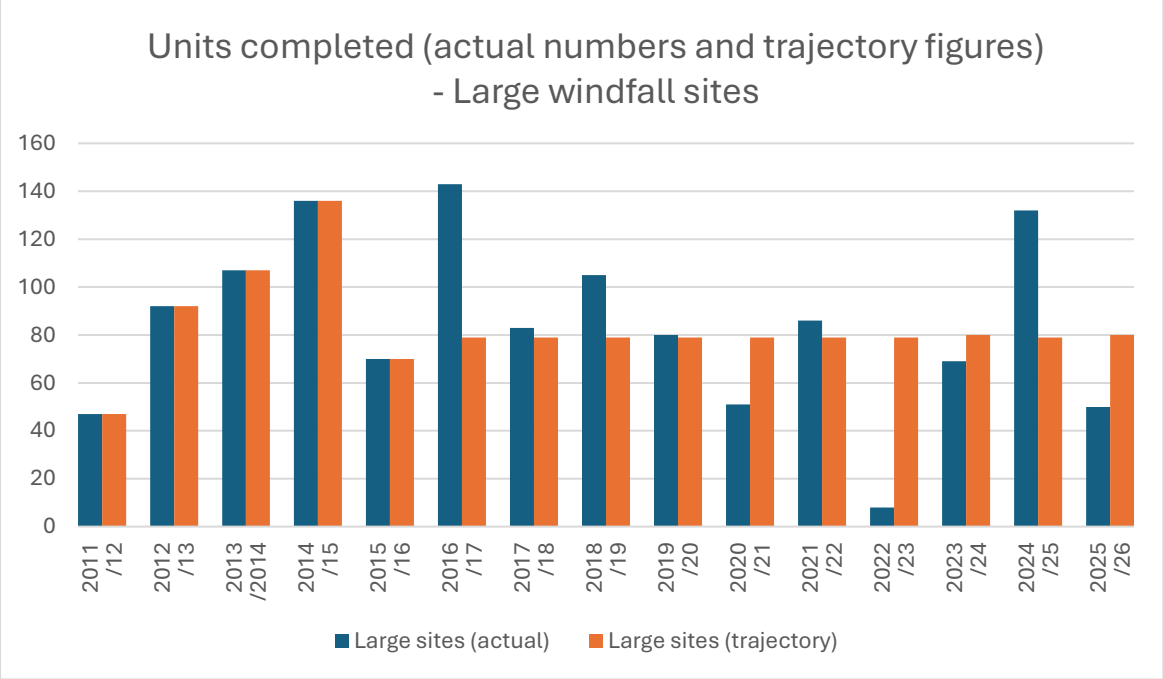
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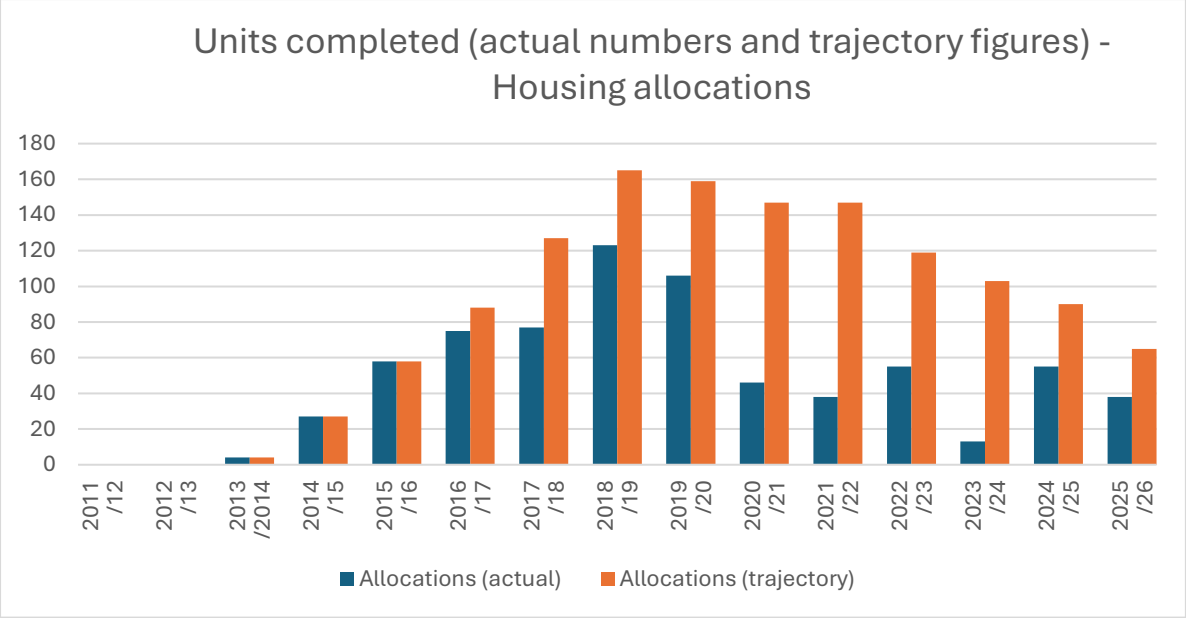
Year	Cumulative completion figure noted in the trajectory	Actual completion figure (annual)	Comparison with the annual completion figure in the trajectory	Total cumulative completion	Comparison with the cumulative completion figure in the trajectory	% complete against the cumulative completion figure
2011-12	121	121	0	121	0	0%
2012-13	292 (+171)	171	0	292	0	0%
2013-14	468 (+176)	176	0	468	0	0%
2014-15	706 (+238)	238	0	706	0	0%
2015-16	917 (+211)	211	0	917	0	0%
2016-17	1163 (+246)	276	+30	1193	+30	+2.6%
2017-18	1448 (+285)	208	-77	1401	-47	-3.2%
2018-19	1771 (+323)	281	-42	1682	-89	-5.0%
2019-20	2088 (+317)	245	-72	1927	-161	-7.7%
2020-21	2393 (+305)	135	-170	2062	-331	-13.8%
2021-22	2698 (+305)	169	-136	2231	-467	-17.3%
2022-23	2976 (+278)	107	-171	2338	-638	-21.4%
2023-24	3238 (+262)	137	-125	2475	-763	-23.6%
2024-25	3487 (+249)	212	-37	2687	-800	-22.9%
2025-26	3712 (+225)	118	-107	2805	-907	-24.4%

The graphs below compare the housing provided per different components against the information in the Plan's housing trajectory (based on the information of Gwynedd Planning Authority only).

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Units competed (actual numbers and trajectory figures) - Small windfall sites
90
80
70
60
50
40
30
20
10
0
2011 /12
2012 /13
2013 /2014
2014 /15
2015 /16
2016 /17
2017 /18
2018 /19
2019 /20
2020 /21
2021 /22
2022 /23
2023 /24
2024 /25
2025 /26
Small sites (actual)
Small sites (trajectory)


Units completed (actual numbers and trajectory figures) - Large windfall sites
160
140
120
100
80
60
40
20
0
2011 /12
2012 /13
2013 /2014
2014 /15
2015 /16
2016 /17
2017 /18
2018 /19
2019 /20
2020 /21
2021 /22
2022 /23
2023 /24
2024 /25
2025 /26
Large sites (actual)
Large sites (trajectory)



Information is noted below which assesses the actual housing provision against the average annual requirement and the cumulative average annual housing requirement, namely what is noted as the target information as highlighted in Development Plan Manual 3.

Housing provision rate compared to the average annual requirement and the cumulative average annual housing requirement (for the Gwynedd Planning Authority Area only)

Year	Average cumulative annual requirement (247 units per year)	Actual completion figure (annual)	Compar-ison against the average annual require-ment	Total cumulative completion	Comparison against the cumulative average annual housing requirement	% completion against the cumulative average annual housing requirement
2011-12	247	121	-126	121	-126	-51.0%
2012-13	495	171	-76	292	-203	-41.0%
2013-14	742	176	-71	468	-274	-36.9%
2014-15	990	238	-9	706	-284	-28.7%
2015-16	1237	211	-36	917	-320	-25.9%
2016-17	1485	276	+29	1193	-292	-19.7%
2017-18	1732	208	-39	1401	-331	-19.1%

2018-19	1980	281	+34	1682	-298	-15.1%
2019-20	2227	245	-2	1927	-300	-13.5%
2020-21	2475	135	-112	2062	-413	-16.7%
2021-22	2722	169	-78	2231	-491	-18.0%
2022-23	2970	107	-140	2338	-632	-21.3%
2023-24	3217	137	-110	2475	-742	-23.1%
2024-25	3465	212	-35	2687	-778	-22.5%
2025-26	3712	118	-129	2805	-907	-24.4%

- Including information from this AMR period, it is noted that 907 fewer units have been completed in the Gwynedd Planning authority area compared with the expected figure noted in the trajectory and also the average annual requirement for the Gwynedd area (because it compared with the total in terms of the number of units expected during the Plan's lifespan). It is noted that this does not take into consideration the Plan's slippage allowance but rather the actual figure for meeting the Plan's housing figure.
- It is noted that 2805 units have been completed in the Gwynedd Planning Authority area since the base date in 2011 up to 2025/26. This is 24.4% lower than the total figure expected for the Plan's lifespan.
- The shortfall in terms of the percentages of completed units have actually increased since last year in terms of the comparison with the expected cumulative figure in the trajectory, as well as in terms of the cumulative housing requirement in the Gwynedd Planning Authority area.
- In terms of the expected cumulative figure in the trajectory, it is noted that there has been a significant increase in this shortfall in recent years (for example, the shortfall was -13.8% in the AMR 3 period). It is noted that the cumulative completion rate has been fairly consistent with the information noted in the trajectory until the AMR 2 period, but it is noted that the gap, in terms of the percentage figure, has increased consistently since then (in terms of shortfall) with the exception of the AMR 7 period.
- Despite the significant shortfall in the number of units completed compared to the cumulative average annual housing requirement, it is noted that the cumulative number of units completed is far more consistent with the cumulative average annual requirement in the period since the Plan's adoption compared to the early years of the Plan period (in percentage form).
- When analysing the information in more detail in terms of comparing with the cumulative information from the trajectory for the Gwynedd Planning Authority area (excluding the

slippage allowance) it is noted that 339 fewer units (-29.0%) have been completed on small windfall sites (fewer than 5 units) compared to what was noted in the trajectory; 16 more units (+1.3%) were completed on large windfall sites (5 units or more); with 584 fewer units completed on sites that were allocated in the Plan (-45.0%).

- The graphs above highlight that completed units on small windfall sites in recent years have been lower than what the trajectory anticipated while, on the other hand, completed units on large windfall sites (5 units or more) have been higher in many years than the information in the trajectory. It is obvious that units completed on sites allocated specifically for housing in the Plan have been significantly lower than what was projected in the trajectory (see further comments regarding this aspect in the observations on indicator D45).

The following points associated with this information are noted below:

- If there is a shortfall in terms of cumulative housing completion levels against the Average Annual Requirement for two consecutive years, Development Plan Manual 3 notes that the LPA must consider the extent of any shortfall and note its conclusion/monitoring actions in terms of the implications for the supply of the required housing level or delivery of the strategy. The trigger level in terms of this indicator notes that a response must be provided to a deviation that is either significantly higher or significantly lower than the cumulative average annual housing requirement.
- Further discussion relating to the number of cumulative units completed and on the housing allocations is seen in the analysis to indicators D44 and D45.
- It is obvious from the information up to the period of this AMR that there has been a shortfall in the housing provision on sites allocated in the Joint LDP compared to what was expected. As highlighted in relation to indicator D45, when preparing the new Plan, consideration must be given to the suitability of the Plan's housing allocations to contribute effectively to the housing figure.
- The number of completed units depends on circumstances in terms of individual sites and in terms of broader aspects and requirements, e.g. economic situation. Whilst consideration has been given to all relevant aspects when projecting the future housing growth levels, the fact is that this is subject to the wishes and aspirations of landowners and developers to develop the relevant sites. The Plan is a facilitator to provide housing – it cannot enforce this. It is noted that the role of the Joint LDP is to provide the conditions to deliver relevant developments and to supply housing in the most suitable manner. Bearing in mind that the work of preparing the new Plan has commenced, it is not believed that there is a need to act on this at present, in relation to this indicator.
- The considerations in relation to this indicator are crucial in the preparation of a new Plan. Whilst the Plan aims to ensure that the sites identified can deliver the relevant developments, the Plan cannot compel these developments to happen in accordance with the information in the trajectory. When preparing a new Plan, it will be crucial to consider

the housing growth level in its entirety and to identify the best and most suitable sites to meet this growth in an effective manner that meets the strategy of the Plan.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Indicator D44

D44 The number of new housing units built in the Plan area

Objective:

SO15: To ensure that a sufficient and appropriate range of housing sites is available in sustainable locations in accordance with the settlement hierarchy to support economic growth.

SO16: To provide a mixture of good quality and affordable housing units, of a range of types and tenures to meet the housing requirements of all sections of the population.

Target:

Provide 7,184 new housing units over the Plan period, according to the breakdown set out in Topic Paper 20B Housing Trajectory

Annual targets for the remainder of the Plan period:

2016/ 17 = 376
2017/ 18 = 505
2018/ 19 = 617
2019/ 20 = 631
2020/ 21 = 647
2021/ 22 = 623
2022/ 23 = 565
2023/ 24 = 527
2024/ 25 = 528
2025/ 26 = 466

Relevant Policies:

PS16, TAI 1-TAI 7, PS 18, TAI 5, TAI 8, TAI 15-TAI 19

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	–
AMR3	–
AMR4	–

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AMR5	–
AMR6	–
AMR7	–
AMR8	–

Trigger level:

The number of new housing units provided in the Plan area falls below the requirement for 2 consecutive years.

Analysis:

The table below notes a comparison of the number of units built in the Plan area against the target:

Plan Area in its entirety

Year	Target	Actual number	Difference (%)
2016/17	376	402	+6.9%
2017/18	505	462	-8.5%
2018/19	617	548	-11.2%
2019/20	631	453	-28.2%
2020/21	647	360	-44.4%
2021/22	623	347	-44.3%
2022/23	565	298	-47.3%

Gwynedd area only

Year	Target	Actual number	Difference (%)
2023/24	527 (with Anglesey)	137	-
2024/25	528 (with Anglesey)	212	-
2025/26	466 (with Anglesey)	118	-

Given that the Joint Planning Policy Service for Anglesey and Gwynedd was wound up on 31 March 2023, and that only information from the Gwynedd Planning Authority area is available for the AMR 8 period, the table below conveys information for the Gwynedd Planning Authority area by using the information from the trajectory for this area only.

Gwynedd Planning Authority Area only

Year	Target	Actual number	Difference (%)
2016/17	246	276	+12.2%
2017/18	285	208	-27.0%
2018/19	323	281	-13.0%
2019/20	317	245	-22.7%
2020/21	305	135	-55.7%
2021/22	305	169	-44.6%
2022/23	278	107	-61.5%
2023/24	262	137	-47.7%
2024/25	249	212	-14.9%
2025/26	225	118	-47.5%

As highlighted in the table above, the number of new residential units developed in the Gwynedd Planning authority area has fallen significantly from last year's numbers. It can be clearly seen that the number of units has not met the requirements of the annual target in Gwynedd or in the Plan area since 2016/17.

In terms of the Gwynedd Planning Authority area only, when adding the information from the AMR 8 period to the information in the previous years as noted in the above table (i.e. 2016-26 period), it is noted that 1888 units have been completed, compared with a target of 2795 units. This is equivalent to 67.5% of the target level (a shortfall of 907 units over a 10-year period, i.e. 90.7 units per year).

Note that there has been a significant decrease in the number of units completed this year compared to the results of the previous AMR, but it should be noted that this is not the lowest total since 2016/17. It could be argued that this year's total is relative to many of the annual amounts reported within the last six years. This year's 47.5% shortfall between the target figure and the actual development figure is significantly higher than the average since 2016/17, i.e. a 32% shortfall. Note that although this year's shortfall is not the largest shortfall percentage since 2016/17, it should be noted that the target expected in 2025/26 is the lowest target (225) in this period.

Compared to the highest annual completion figure since the adoption of the Plan, i.e. 2018/19, 163 fewer units have been completed in Gwynedd in the AMR 8 period. This difference is greater than the development figure for this year.

In considering the reason for the apparent shortfall against the target figure and the significant reduction compared to last year's figure, note that construction costs may have had an impact in this regard. Another potential factor is the development programmes of housing associations. Whilst Housing Associations are responsible for a significant proportion of the units completed in Gwynedd in the AMR 8 period, please note that this figure is 53 units lower than last year. Note also that there are developments by such providers, comprising a significant number of housing units, in the process of being developed but not completed in the period of this AMR. When considering units awaiting development, it is essential to note that the Council can only grant planning permission. The delivery and development of the approved dwellings is beyond the Council's direct control.

Although the numbers of residential developments are lower compared to last year's AMR, it is important to consider all the live applications that are on the land bank list in the plan's area. It can be seen from 2025/26 fieldwork that there are an additional 65 units that have not been started compared to the 2024/25 figures. Therefore, it is possible to forecast that more new developments will take place in the future.

While the completion figure has decreased this year, it is noted that 116 units have been given permission on sites allocated for housing during this AMR compared to none on such sites in 2024/25.

This lack of permissions from the previous year has probably had an impact on the completion figures for this period.

Note that no planning permission (April 2026) exists for a significant number of the sites allocated for housing, i.e. 13 of the 38 allocations in the Gwynedd Planning Authority area, which is 34.2%.

Given the gap between the target level (annually and cumulatively) and the actual completions, it is believed that this aspect must be considered in the preparation of the new Plan, particularly in terms of consideration of the housing provision figure of the new Plan.

The monitoring of the Plan will be a means of assessing whether the rate of housing development is acceptable in line with this indicator, thus taking into account the suitability of some of the housing allocations in the Plan to contribute effectively to the target. Note, however, that the role of the Local Development Plan is to provide the conditions to achieve relevant developments and to deliver housing in the most appropriate manner. The Plan cannot enforce the development of these sites. When preparing a new Plan, it is believed that the housing growth rate should be re-examined, as well as the allocated to be included within it.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Indicator D45

D45 Total housing units built on allocated sites in Gwynedd as a % of overall housing provision

Objective:

SO15: To ensure that a sufficient and appropriate range of housing sites are available in sustainable locations in accordance with the settlement hierarchy to support economic growth.

SO16: To provide a mixture of good quality and affordable housing units, of a range of types and tenures to meet the housing requirements of all sections of the population

Target:

Sites have been allocated within Policies TAI 1 - 5 for 1,467 new housing units in Gwynedd (including 10% slippage allowance) over the Plan period, which equates to 19% of overall housing provision.

Annual completion targets for remainder of Plan period:

	Allocated sites
2016/ 17	99
2017/ 18	144
2018/ 19	187
2019/ 20	180
2020/ 21	166
2021/ 22	166
2022/ 23	135
2023/ 24	117
2024/ 25	102
2025/26	74

Relevant policy:

PS16, TAI1, TAI7, PS 18, TAI 5, TAI 8, TAI 15-TAI 19

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	–
AMR3	–

DRAFT

AMR4	–
AMR5	–
AMR6	–
AMR7	–
AMR8	–

Trigger level:

The overall number of new housing units constructed on allocated sites within Gwynedd falls below the requirement for 2 consecutive years

Analysis:

The number of units completed on the sites specifically allocated for housing in Gwynedd has fallen below the targets noted for the period of this AMR, along with every other year noted in the target data:

	Target	Actual number
2016/ 17	99	70
2017/ 18	144	77
2018/ 19	187	123
2019/ 20	180	106
2020/ 21	166	49
2021/22	166	38
2022/23	135	55
2023/24	117	13
2024/25	102	55
2025/26	74	38

It is noted that some of the housing allocations have received planning permission prior to the date of adoption of the Plan, often on the basis that they are allocations in the previous development plan, and that this is responsible for a significant percentage of the units already completed as set out in the table above, particularly so in the early years after adoption.

Such examples (in relation to sites completed in the previous AMR periods) include sites such as site T1 Goetra Uchaf in Bangor and T27 Lôn Cae Phillips in Caernarfon, which are some of the largest housing allocations in the Joint LDP in Gwynedd.

In the AMR 8 period, it is noted that units have only been completed on two allocated sites. Most of the completed units (30 units) have been located on a site that was newly presented in the Joint LDP, namely the T57 site (Land opposite Cremlyn Estate, Bethel). The other 8 completed units are on the T41 site (Land near North Terrace, Cricieth) which is a site that was previously allocated in the Gwynedd Unitary Development Plan.

Whilst there has been a significant provision of houses constructed on the allocation in Bethel, it is obvious that the provision on new allocations (presented in the Joint LDP) is insufficient to meet the target level noted in the indicator. By now, the housing allocations presented in the Joint LDP would be expected to provide a significant proportion of the annual target for this indicator. The proportion of units completed on housing allocations is significantly lower than the target noted for this year.

It is noted in April 2026 that 20 units were being developed on 4 different sites allocated for housing in the Joint LDP within the Gwynedd Planning Authority area. Consent was also granted during this AMR period for 116 units on sites allocated for housing in the Joint LDP (on 4 sites). This could therefore mean that there is an increase in the provision of housing allocations in the future.

Of the 25 allocations in Gwynedd that were not completed before the end of this AMR period, planning permission exists on 12 of these sites (i.e. extant permission on 31 March 2026). This therefore means that there are 13 allocated sites in Gwynedd without planning permission up to 31 March 2026.

32.2% of all completed units in Gwynedd in 2025/26 are located on housing allocations. This is a higher proportion than last year, but it is noted that the total units developed in Gwynedd this year is significantly lower than last year. Since recording the information for this indicator, it is noted that only in the periods of AMR 5 (51.4%), AMR 3 (36%) and AMR 2 (43%) was a higher percentage of completed units seen on housing allocations than this year. The housing trajectory in the Plan (conveyed for the Gwynedd Planning Authority area) notes that 28.9% of units completed in 2025/26 in the Plan area are expected to be on housing allocations. Therefore, the actual percentage is higher than this figure (but not necessarily the number of completed units).

As the number of units developed on the housing allocations have consistently not met the targets in terms of this indicator and that the gap between the real provision and the target figures has been significant in recent years, it is believed that there is room to reconsider the sites that are suitable to be allocated when preparing the new Plan. Consideration must be given to the suitability of all the housing allocations in the Plan to contribute effectively to the target.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Indicator D47

D47 Total number of additional affordable housing built in the Plan area

Objective:

SO15: To ensure that a sufficient and appropriate range of housing sites are available in sustainable locations in accordance with the settlement hierarchy to support economic growth.

SO16: To provide a mixture of good quality and affordable housing units, of a range of types and tenures to meet the housing requirements of all sections of the population

Target:

Build 1,572 affordable houses in the Plan area by 2026

Construction targets for remainder of Plan period (2015 – 2026):

Build 345 additional affordable housing units in the Plan area by 2018

Build 575 additional affordable housing units in the Plan area by 2020

Build 805 additional affordable housing units in the Plan area by 2022

Build 1035 additional affordable housing units in the Plan area by 2024

Build 1266 additional affordable housing units in the Plan area by 2026

Relevant policy:

PS16, TAI1- TAI7, PS 18, TAI 5, TAI 8, TAI 15-TAI 19

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	–
AMR3	–
AMR4	–

AMR5	
AMR6	
AMR7	
AMR8	

Trigger level:

The overall number of additional affordable housing units built within the Plan area is 10% or more below the cumulative requirement set in the Policy Target

Analysis:

In the 2015-23 period, it is noted that 854 affordable units were built in the Plan area. However, the information from AMR periods 6, 7 and 8 applies only to Gwynedd. In 2025-26, 91 affordable units were built in the Gwynedd Planning Authority area. This is in addition to the 68 and 140 affordable units built in the area during 2023-24 and 2024-25 respectively. This therefore means a provision of 1153 affordable units in the relevant period excluding information from Anglesey in the AMR6, AMR7 & AMR 8 periods.

Whilst there is a target of building an additional 1266 affordable homes in the Plan's area by 2026, it is difficult to make a direct assessment against the target set out in the indicator given the lack of information from Anglesey for the previous three years.

However, whilst the provision noted above is lower than the target of constructing 1266 additional affordable dwellings in the Plan area by 2026, this deficit is within the 10% allowance noted in the trigger level (excluding Ynys Môn information for the last three years).

The split of the completed affordable units is as follows:

Year	Gwynedd Planning Authority Area Total	Entire Plan Area Total
2015-16	44 units	82 units
2016-17	54 units	68 units
2017-18	31 units	61 units
2018-19	118 units	187 units
2019-20	98 units	120 units

2020-21	31 units	99 units
2021-22	74 units	115 units
2022-23	58 units	122 units
2023-24	68 units	-
2024-25	140 units	-
2025-26	91 units	-
Total	**807 units**	**854 units* (not including 2023-26)**

Whilst it is difficult to make a direct assessment against the target set out in the indicator by 2026, given that the figure noted is within the 10% slippage allowance without provision for Anglesey for the last three AMR periods, it is believed that no action is required in relation to this indicator. For Gwynedd only, it is noted that whilst the number of affordable units completed in this AMR period (91) is less than the previous AMR 7 (140), it is however the second highest recording since 2019/20.

For the Gwynedd Planning Authority Area only, it is noted that 807 affordable units have been completed in the period noted in the above information (2015-26). When attempting to analyse the target figure up to 2026 for Gwynedd only, it is believed that this provision corresponds very effectively with what is expected. This is the case if the target figure for 2026 is divided in half (target of 633 units) or if it is divided based on the proportion of the total housing provision between Gwynedd and Ynys Môn (target of 654 units).

Due to the requirement to justify affordable units based on viability, Joint LDP policies note thresholds that are often below those noted in the previous development plans relating to the requirement for affordable provision. It can take time for this policy to lead to a significant increase in the number of affordable units developed in the Plan area. In this respect it is noted that the number of affordable units built each year since 2018-19 is significantly higher than the data for previous years. It is noted that the number of affordable units completed in the Gwynedd Planning Authority area in the AMR 8 period is higher than the corresponding information for the Plan area as a whole in the early years of the information shown.

The figure in terms of the number of affordable homes provided is likely to be higher for the area than what is stated, as it does not include housing units that are affordable due to their size and location (but are not formally bound as affordable units by condition or legal obligation). In addition, a financial contribution has been accepted in relation to some developments rather than affordable provision on site.

The fieldwork linked to this indicator (April 2026) indicates that planning permission exists for 358 affordable units in the Gwynedd Planning Authority area which comprises of 260 units

not started and 98 units categorised as under construction. Therefore, there are numerous affordable units within the existing land bank.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Indicator D48

D48 % affordable housing units permitted per house price area

Objective:

SO15: To ensure that a sufficient and appropriate range of housing sites are available in sustainable locations in accordance with the settlement hierarchy to support economic growth.

SO16: To provide a mixture of good quality and affordable housing units, of a range of types and tenures to meet the housing requirements of all sections of the population

Target:

% affordable housing provision in line with indicative target per house price area

Relevant policy:

PS16, TAI1- TAI7, PS 18, TAI 5, TAI 8, TAI 15-TAI 19

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	–
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR 8	✓

Trigger level:

Overall % affordable housing provision falls below the indicative target per house price area for 2 consecutive years, unless justified by Policy TAI 15

Analysis:

It is noted that the information below refers to sites where it is relevant to ask that a

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percentage of units be affordable in accordance with Policy TAI 15 i.e. a threshold of two or more units, excluding sites in clusters or in the countryside. It does not consider permission on exception sites where the proposal must be for 100% affordable housing.

The data is relevant for new permissions and applications to reconsider or extend the expiry date of the previous permission. These are all applications where the affordable provision must be considered in line with the content of Policy TAI 15. Therefore, it does not consider applications for reserved matters where the principle of the permission had already been granted, nor does it consider certificates of lawfulness for residential use.

It is noted that the trigger level refers to 2 consecutive years. Whilst the information for 2025/26 needs to be considered alongside the information for the AMR 7 period, it is noted that the Anglesey information is no longer presented in the information below. The information in terms of this indicator therefore only refers to the relevant information for the house price areas located in Gwynedd.

Table summarising the information for all House Price Areas

House Price Areas	Period	Percentage of affordable housing sought	Actual affordable housing provision (percentage)	Does it meet the target level?
Gwynedd High Value Coastal	2024/25	No relevant planning permission.		
	2025/26	No relevant planning permission.		
Larger Coastal Settlements	2024/25	30%	33%	✓
	2025/26	30%	31%	✓
Rural Centres	2024/25	No relevant planning permission.		
	2025/26	No relevant planning permission.		
Northern Coast and South Arfon	2024/25	20%	56% (*)(**)	✓
	2025/26	20%	78%**	✓
Llŷn				

	2024/25	10%	40%	✓
	2025/26	10%	100%	✓
Western Coastal and Rural Arfon	2024/25	10%	44%**	✓
	2025/26	10%	0%*	✖
The Mountains	2024/25	10%	33%	✓
	2025/26	10%	0%	✖
Eastern Gwynedd and the National Park	2024/25	No relevant planning permission.		
	2025/26	No relevant planning permission.		
Blaenau Ffestiniog				
	2024/25	10%	17%	✓
	2025/26	10%	50%	✓

*Financial contribution (affordable) also

** Additional units that are not affordable under TAN 2 but are believed to be affordable 'by design' also approved (not counted for the purpose of this indicator).

Of the nine housing price areas located in Gwynedd, it is noted that there has been no relevant planning permission in three of these during the AMR 8 period. Of the 6 areas where relevant consents were been granted, it is noted that four have met the indicative target (as highlighted in Policy TAI 15) in terms of the general percentage of affordable housing provided as part of relevant residential planning permissions in the AMR 8 period.

Along with the formal affordable provision, it is noted that units deemed to be affordable by design have also been permitted during this period. A financial contribution is also to be received at the expense of affordable provision on one site that received planning permission during 2025/26.

Two housing price areas did not provide the expected affordable provision (Western Coastal & Rural Arfon and The Mountains). However, both figures are based on a single permission in each area. A financial contribution for affordable housing was obtained from the permission in the Western Coastal & Rural Arfon area.

If considering the trigger level, i.e. that the general percentage of the affordable housing provision falls below the indicative target per housing price area for two consecutive years, it is noted that this has not been apparent in any housing price area. It is noted however that

there is no relevant information available for all areas for the two years in question.

Joint House Price Areas: Percentage affordable 30% - Information for Gwynedd only

Period	Number of permissions	Number of units approved	Affordable housing	Percentage of affordable units
2024/25	1	12	4	33%
2025/26	2	36	11	31%

Joint House Price Areas: Percentage affordable 20% - Information for Gwynedd only

Period	Number of permissions	Number of units approved	Affordable housing	Percentage of affordable units
2024/25	6	54	30	56%
2025/26	5	66	53	80%

Joint House Price Areas: Percentage affordable 10% - Information for Gwynedd only

Period	Number of permissions	Number of units approved	Affordable housing	Percentage of affordable units
2024/25	10	65	26	40%
2025/26	5	40	33	83%

When considering the house price areas jointly for the Gwynedd Planning Authority area only (where the percentage of affordable housing sought is consistent), it is noted that the affordable provision corresponds effectively with all policy targets (in terms of the 30%, 20% and 10% requirements). Along with the above formal provision of affordable units, it should also be borne in mind that further units have been permitted which are considered 'affordable by design' and also that a financial contribution has been received for one site rather than providing affordable units on site.

The number of planning permissions that are relevant to consider in relation to this indicator

in the Gwynedd Planning Authority area in the AMR 8 period (12 applications) is less than the information for the AMR 7 period (17 relevant applications). It noted however, that there are some house price areas where no relevant planning permissions has been given in neither 2025/26 nor 2024/25 in terms considering the requirements of Policy TAI 15.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan

DRAFT

Indicator D49

D49 The number of planning applications permitted on rural exception sites

Objective:

SO15: To ensure that a sufficient and appropriate range of housing sites are available in sustainable locations in accordance with the settlement hierarchy to support economic growth.

SO16: To provide a mixture of good quality and affordable housing units, of a range of types and tenures to meet the housing requirements of all sections of the population

Target:

An increase in the number of affordable housing exception sites compared to average during 2015/16 – 2016/17

Relevant policy:

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	–
AMR4	–
AMR5	–
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

No increase in the number of affordable housing exception sites permitted for 2 consecutive years

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Analysis:

Planning permission on exception sites during the period of this AMR (Gwynedd Planning Authority Area only)[1]:

Site	Number of units
Near Maes Llwyd, Llanystumdwy	**5**
Land Opposite Deunant, Aberdaron	**8**
Henllys land, Llanbedrog	**1**
Land off Glanffynnon Road, Llanrug	**17**
Land near Llys yr Eifl, Trefor	**15**
Total (Gwynedd Planning Authority Area only)	**46**

Previous information:

Plan Area

Period	Number of sites	Number of units
AMR 1 (all in 2018/19)	6	24
AMR 2[2]	4	45
AMR 3	3	10
AMR 4	2	24
AMR 5	5	33
AMR 6	-	-
AMR 7	-	-

1 New permissions only

2 Some sites located within and outside the development boundary. Where the part of the site that is outside the boundary has been considered against Policy TAI 16 (Exception Sites) then these sites/units are considered in this figure.

Gwynedd Planning Authority Area only

Period	Number of sites	Number of units
AMR 1 (all in 2018/19)	-	-
AMR 2[3]	1	10
AMR 3	2	8
AMR 4	1	1
AMR 5	2	4
AMR 6	3	26
AMR 7	4	14

It is difficult to make a direct comparison with figures from previous periods since the information from this AMR period does not consider information from Anglesey. However, when looking at the information from of the recent Annual Monitoring Reports periods, and particularly in terms of Gwynedd information individually, it is noted that this year's figures are extremely acceptable. More exception sites have been permitted in the Gwynedd Planning Authority area in AMR period 8 than in any other AMR period (Information for Gwynedd separately not available for AMR period 1). More affordable units have also been granted on these sites than any other year noted in any previous AMR period, including those years where consideration was also given to sites in Anglesey.

It is likely that the reason for this was a combination of fewer suitable sites being available within development boundaries as the Plan is reaching the end of its period, and the programmes and scale of Housing Association (Land off Glanffynnon Road, Llanrug, Land near Llys yr Eifl, Trefor and Land Opposite Deunant, Aberdaron) and Cyngor Gwynedd developments (Maes Llwyd, Llanystumdwy). It is noted that one site for an individual unit has also been approved.

Whilst the trigger level is relevant for the Plan area as a whole, it is believed that the information from this AMR period, in terms of Gwynedd only, corresponds effectively with it. Whilst the trigger level refers to a number of approved sites instead of the number of units approved on them, it is noted that there has been a consistent increase of one site annually in the number of exception sites that have received consent in the Gwynedd planning area since the AMR 4 period, therefore meaning that there is compliance with the trigger level.

3 Some sites located within and outside the development boundary. Where the part of the site that is outside the boundary has been considered against Policy TAI 16 (Exception Sites) then these sites/units are considered in this figure.

Whilst it is important to consider how the Plan facilitates the provision of affordable units on exception sites, it is noted that applications for such sites rely on specific plans being brought forward in locations where the demand for affordable housing cannot be met within the development boundary. Whilst it is important to consider the additional provision of affordable units, it is believed that it is important to consider this in relation to the affordable provision in its entirety.

It is noted that the target in terms of this indicator states "Increase in the number of affordable housing exception sites compared to the average during 2015/16 – 2016/17". It is noted that the figure in terms of the exception sites and units permitted in these years was: 2015/16 (3 sites: 3 units); 2016/17 (2 sites: 3 units) - for the Plan area as a whole. It is noted that the information in relation to exception site permissions granted in 2024/25 in the Gwynedd Planning Authority area only, in terms of the number of sites plus the number of units on these sites, compares positively with this target. The information for the AMR 8 period is therefore acceptable compared with the target information

Based on the above information, it does not appear that any action is required in relation to this indicator but it is believed that there is a need to consider facilitating a sufficient provision of affordable units when preparing the new Plan.

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan

Indicator D50

D50 Changes in residual Values across the housed price areas identified in Policy TAI 15.

Objective:

SO15: To ensure that a sufficient and appropriate range of housing sites are available in sustainable locations in accordance with the settlement hierarchy to support economic growth.

SO16: To provide a mixture of good quality and affordable housing units, of a range of types and tenures to meet the housing requirements of all sections of the population

Target:

Deliver the maximum level of affordable housing considered viable in accordance with policy TAI 15.

Relevant policy:

PS16, TAI1- TAI7, PS 18, TAI 5, TAI 8, TAI 15-TAI 19

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	
AMR7	
AMR8	

Trigger level:

An increase or decrease of 5% of residual value in any house price area in any one year.

Analysis:

An updated evidence base for the viability of different areas to provide affordable units on residential sites will be prepared as part of the preparation of the new Local Development

Plan. In addition, the Council is currently preparing a Local Housing Market Assessment and the draft version identifies housing market areas that differ from that in the current JLDP.

Because of this the Council has not carried out work assessing the changes within the residual values of house price areas contained in the Joint Local Development Plan and therefore this indicator could not be updated.

Action

Explanation of action
Detailed viability studies will be undertaken as part of the evidence base for the new Local Development Plan.

DRAFT

Indicator D52

D52 Number of local market housing units built in settlements noted in Policy TAI 5

Objective:

SO15: To ensure that a sufficient and appropriate range of housing sites are available in sustainable locations in accordance with the settlement hierarchy to support economic growth.

SO16: To provide a mixture of good quality and affordable housing units, of a range of types and tenures to meet the housing requirements of all sections of the population

Target:

Deliver the highest possible level of local market housing in settlements listed in Policy TAI 5.

Relevant policy:

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	–
AMR3	–
AMR4	–
AMR5	–
AMR6	–
AMR7	–
AMR8	–

Trigger level:

Fewer than 10 local market housing units built in settlements noted in Policy TAI 5 in any one year.

Analysis:

2025/26: 0 local market units have been completed (Gwynedd Planning Authority Area only)

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Please see below for information on the number of local market units completed per year (since the adoption of the Joint LDP)

Period	Joint LDP Area	Gwynedd Planning Authority Area only
AMR 8*	-	0
AMR 7*	-	0
AMR 6*	-	1
AMR 5	3	1
AMR 4	0	0
AMR 3	0	0
AMR 2	1	1
AMR 1	0	0
Total	**5**	**3**

***** Not including any potential local market units in Anglesey

It is obvious, in terms of considering the Gwynedd Planning Authority area individually, that the above information does not correspond effectively with the target level and trigger in terms of this indicator.

It is noted that there is permission for 1 local market unit in the Gwynedd planning authority area (permitted during the AMR 7 period). In Gwynedd, it is noted that this is the only extant consent for a local market unit (on 31/3/26).

It is noted that a total of 5 local market units has been completed in the Plan's area (without including any potential units in Anglesey during periods AMR 6 - AMR 8). 3 of these units are in Gwynedd.

Whilst there was a suggestion in previous annual monitoring reports, specifically AMR 5, that this new policy requirement has started to have a real impact, this however has not been conveyed in the information since then.

It must be borne in mind that Policy TAI 5 in relation to Local Market Housing has introduced a brand-new policy principle that was not evident in previous development plans and this may possibly mean differences from year to year in terms of the number of completed local market units. It is accepted, however, that some time has now elapsed since the adoption of the Plan and the new principles introduced in it should by now be transferred to permissions and then relevant developments. The fact that only 1 local market unit has extant planning consent in

the Gwynedd Planning Authority area means that the completion figures in the short term are not going to be very high.

There was also a suggestion in the assessment of the AMR 5 information specifically that the policy requirement is beginning to be accepted more broadly by the public and housing developers (although it is noted that this is for the Plan area as a whole). Given the information in the periods since then, ongoing monitoring would be able to confirm any specific trends.

Whilst it is hoped that there will be a further increase in the number of such units being built and permitted as the policy principle is established and further accepted in order to meet the needs of the local communities, it is noted that the policy has obviously restricted speculative developments in the locations with the most intense problems in terms of the housing market.

It will be important to consider aspects in relation to promoting more local market housing developments as part of the new Plan to ensure that the policy is as effective as possible in terms of meeting local housing needs.

It is not believed that there is a need for any action in terms of this indicator. A further assessment of this policy would be an important part of the preparation for the new Plan. In this respect, it would be important, for example, to update the evidence base and possibly also consider other sources of evidence. Also, research needs to be conducted to understand the reasons for the low number of local market units which have received planning permission and been developed including any new aspects and barriers which have been highlighted since the introduction of the policy. It must be ensured that there is robust evidence to support such a policy in the new Plan.

Action

Explanation of action
Continue to monitor. This will be considered as part of the preparation of the new Plan.

DRAFT

Indicator D53

D53 Planning applications and appeals to modify or remove section 106 agreements or conditions relating to local market housing

Objective:

SO15: To ensure that a sufficient and appropriate range of housing sites are available in sustainable locations in accordance with the settlement hierarchy to support economic growth.

SO16: To provide a mixture of good quality and affordable housing units, of a range of types and tenures to meet the housing requirements of all sections of the population

Target:

Retain S106 agreements and conditions that facilitate delivery of local market housing in accordance with Policy TAI 5.

Relevant policy:

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

Planning application or appeal to modify or remove S106 agreements or condition relating to local market housing approved or allowed (as appropriate) in any one year

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Analysis:

No planning applications or appeal decisions to modify or remove section 106 agreements or conditions for local market housing have been approved or permitted (during this AMR period nor since adopting the Plan).

In accordance with the Planning Act 1990, it is possible to appeal a planning obligation to the Planning Inspectorate after five years, on the grounds that it has no relevant planning reasons. Prior to this, planning obligations may be renegotiated if the local planning authority and developers agree. However, bearing in mind that any planning permission for a local market house is based on policy within the Joint LDP that was adopted in 2017, it is highly unlikely that the Local Planning Authority would be willing to amend or remove a section 106 condition/agreement relating to restricting a property to a local market house.

Action

Explanation of action
Continue to monitor. This will be considered as part of the preparation of the new Plan.

DRAFT

Gypsy and Traveller Accommodation

ARC 4 were commissioned to help with undertaking a Gypsy and Travellers Accommodation Needs Assessment in 2022 (GTAA). The final report was presented in February 2023.

The GTAA identified the following residential need within Gwynedd:

Local Authority	Unmet Need (5 years) to 2025	Unmet need (plan period) to 2036 which includes 2025 target
Gwynedd	7	11

For transit requirements, it was concluded that there wasn't any need for an additional site in Gwynedd since there is currently a site in Caernarfon.

Since a new Local Development Plan will not be adopted until after 2025 any identified need by 2025 will have to be delivered through the Joint Local Development Plan Policy TAI 19 'New Permanent or Transit Pitches or Temporary Stopping Places for Gypsy and Travellers'.

The Welsh Government has approved the GTAA, but up to the end of March 2025 the Council has yet to agree/adopt it. The Council is working to accommodate the additional need and continues to be in discussions with landowners in the search for a suitable site.

A residential need of 7 pitches by 2025 is identified within the GTAA. Since the new Local Development Plan will not be adopted until post 2025 this need will have to be delivered through Policy TAI 19 of the Joint Local Development Plan.

DRAFT

Indicator D57

D57 The number of additional Gypsy pitches provided on an extension to the existing residential Gypsy site, adjacent to the Llandygai Industrial Estate, Bangor

Objective:

SO15: To ensure that a sufficient and appropriate range of housing sites are available in sustainable locations in accordance with the settlement hierarchy to support economic growth.

SO16: To provide a mixture of good quality and affordable housing units, of a range of types and tenures to meet the housing requirements of all sections of the population:

Key outputs:

- there will be a consistent minimum 5 year supply of land for housing;
- housing growth will be distributed across the Plan area in accordance with the spatial distribution;
- the supply of affordable housing units will have increased;

the demand for sites for Gypsies and Travellers will have been addressed.

Target:

Provide 5 additional pitches on an extension to the existing residential Gypsy site adjacent to the Llandygai Industrial Estate, Bangor by the end of 2017/ 2018

Provide a cumulative total of 10 additional pitches on an extension to the existing residential Gypsy site adjacent to the Llandygai Industrial Estate, Bangor by the end of 2026

Relevant policy:

PS1

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	–
AMR3	–
AMR4	–
AMR5	–
AMR6	–

DRAFT

AMR7	
AMR8	

Trigger level:

Failure to provide additional 5 pitches on an extension to the existing residential Gypsy site adjacent to the Llandygai Industrial Estate, Bangor by end of 2017/ 2018

Failure to provide a cumulative total of 10 additional pitches on an extension to the existing residential Gypsy site adjacent to the Llandygai Industrial Estate, Bangor by the end of 2026

Analysis:

An additional 5 pitches have been provided with a total of 12 permanent pitches now available to Gypsies all of which were occupied in March 2024.

The GTAA 2022 report identifies a residential need of 7 pitches by 2025 with a further 4 by 2036. The provision of 5 additional pitches as well as upgrading the existing pitches at the Gypsy site in Llandygai industrial estate means there is no additional land available to further expand this site. Since a new Local Development Plan will not be adopted until post 2025 the 7 pitches needed by 2025 will have to be delivered through Policy TAI 19 of the Joint Local Development Plan.

Action

Explanation of action
Continue to monitor. Consideration will be given to this as part of the new Gwynedd Local Development Plan.

DRAFT

Indicator D58

D58 The need for additional pitches identified in a Gypsy Traveller Accommodation Needs Assessment (GTANA)

Objective:

SO15: To ensure that a sufficient and appropriate range of housing sites are available in sustainable locations in accordance with the settlement hierarchy to support economic growth.

SO16: To provide a mixture of good quality and affordable housing units, of a range of types and tenures to meet the housing requirements of all sections of the population:

Key outputs:

- there will be a consistent minimum 5 year supply of land for housing;
- housing growth will be distributed across the Plan area in accordance with the spatial distribution;
- the supply of affordable housing units will have increased;
- the demand for sites for Gypsies and Travellers will have been addressed

Target:

Provide number and type of pitches to address need identified in the GTANA by the end of 2026

Relevant policy:

PS1

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	–
AMR3	–
AMR4	–
AMR5	–
AMR6	–
AMR7	–

DRAFT

AMR8	–

Trigger level:

Failure to provide number and type of additional pitches to address need identified in the GTANA by the end of 2026

Analysis:

The Gypsies and Travellers Accommodation Needs Assessment 2022 identified the need for transit sites, one in the Caernarfon area of Gwynedd.

In order to meet the need for a temporary site in the Caernarfon area, the Council has agreed to use the farthest section of the Shell car park in Caernarfon when there is demand, and that appropriate facilities be provided for the Gypsies / Travellers.

Action

Explanation of action
Continue to monitor. Consideration will be given to this as part of the new Gwynedd Local Development Plan.

DRAFT

Indicator D59

D59 The number of unauthorised Gypsy & Traveller encampments reported annually and length of stay

Objective:

SO15: To ensure that a sufficient and appropriate range of housing sites are available in sustainable locations in accordance with the settlement hierarchy to support economic growth.

SO16: To provide a mixture of good quality and affordable housing units, of a range of types and tenures to meet the housing requirements of all sections of the population:

Key outputs:

- there will be a consistent minimum 5 year supply of land for housing;
- housing growth will be distributed across the Plan area in accordance with the spatial distribution;
- the supply of affordable housing units will have increased;
- the demand for sites for Gypsies and Travellers will have been addressed.

Target:

Monitor changes in need for pitches and compare with supply of pitches in the inter GTANA period.

Relevant policy:

PS1

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	–
AMR3	–
AMR4	–
AMR5	–
AMR6	–
AMR7	–
AMR8	–

DRAFT

Trigger level:

The number of encampments and length of stay suggests a need for additional supply of pitches.

Analysis:

There was no unauthorised encampment during this year in Gwynedd.

From reviewing the situation, nothing is causing concern at present.

Action

Explanation of action
Continue to monitor. This will be considered as part of the preparation of the new Gwynedd Local Development Plan.

DRAFT

Indicator D60

D60 - Number of planning applications permitted on locally important biodiversity and geodiversity sites

Objective:

SO17: Protect, enhance and manage the natural and heritage assets of the Plan area, including its natural resources, wildlife habitats, and its landscape character and historic environment

Target:

Biodiversity or geodiversity value of locally important sites maintained or enhanced in accordance with Policy AMG 5 and Policy AMG 6

Relevant policy:

PS19, AMG1, AMG2, AMG3, AMG4, AMG5, AMG6, PS20, AT1, AT3, AT4

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

One application permitted contrary to Policy AMG 5 or Policy AMG 6

Analysis:

After an examination of the planning applications determined it does not appear that a planning permission has been approved contrary to policy AMG 5 and AMG 6 during the monitoring period.

DRAFT

It appears that the policies are implemented effectively.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Indicator D61

D61 - Number of planning applications permitted on nationally or internationally designated sites or on sites that affect the biodiversity or geodiversity value of the designated sites

Objective:

SO17: Protect, enhance and manage the natural and heritage assets of the Plan area, including its natural resources, wildlife habitats, and its landscape character and historic environment

Target:

No planning applications permitted that are harmful to the biodiversity or geodiversity value of nationally or internationally designated sites

Relevant policy:

PS19, AMG1, AMG2, AMG3, AMG4, AMG5, AMG6, PS20, AT1, AT3, AT4

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

One planning application permitted contrary to Policy PS 19

Analysis:

The total of approved planning applications that were entirely/partially within nationally or internationally designated sites of biodiversity or geodiversity value (i.e. Special Areas of

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Conservation, Special Protection Areas, Ramsar, Sites of Special Scientific Interest, National Nature Reserves) was 3; these were as follows:

1. C25/0559/37/TR - Application to replace the existing transformer single pole with a larger transformer on two poles.
2. C25/0888/39/TC - Lawful Development Certificate for a proposed change of use from main residence (C3) to mixed use second home (C5) and short term holiday let (C6)
3. C26/0028/39/DT – Householder application

It was not considered that any planning permission granted disturbed the international/national biodiversity or geodiversity value of these designations. Consequently, it is considered that all permissions complied with policy PS 19, and that the policy is continuing to be implemented effectively.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Indicator D62

D62 Number of planning applications permitted for major development in an Area of Outstanding Natural Beauty (AONB).

Objective:

SO17: Protect, enhance and manage the natural and heritage assets of the Plan area, including its natural resources, wildlife habitats, and its landscape character and historic environment

Target:

No planning applications permitted for major development, which are harmful to an AONB's natural beauty.

Relevant policy:

PS19, AMG1, AMG2, AMG3, AMG4, AMG5, AMG6, PS20, AT1, AT3, AT4

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

One planning application permitted contrary to Policy PS 19 and Policy AMG 1

Analysis:

One planning application was permitted for a 'major development' within the AONB during the monitoring period, namely:

C25/0824/37/LL - Full application for the erection of up to 15 No. Affordable Dwellings

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and Associated Development including creation of a new vehicular access and estate road, landscaping and creation of a sustainable surface water drainage area, Land near Llys yr Eifl, Trefor

Having regard to all relevant planning issues including policies and local and national guidance this proposal was considered acceptable.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

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Indicator D63

D63 – Number of Planning applications permitted in Conservation Areas and World Heritage Sites or sites that affect their historic or cultural values

Objective:

SO17: Protect, enhance and manage the natural and heritage assets of the Plan area, including its natural resources, wildlife habitats, and its landscape character and historic environment

Target:

No Planning application permitted that are harmful to the character and appearance of a Conservation Area or the Outstanding Universal Value of World Heritage Sites

Relevant policy:

PS19, AMG1, AMG2, AMG3, AMG4, AMG5, AMG6, PS20, AT1, AT3, AT4

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

One Planning application permitted contrary to Policy PS 20 or Policy AT1

Analysis:

1 planning application (nonsignificant) was approved within the Castles and Town Walls of King Edward' WHS, 39 (nonsignificant) within the 'Slate Landscapes of Northwest Wales' WHS, and a total of 50 planning applications (full/outline) within the Plan's Conservation Areas.

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These include installation of heat pumps, solar panels, change of uses, new dwelling/apartment houses, new office/employment buildings/structures, conversion of buildings, new front windows, and extensions.

It is considered that these permissions comply with Policies PS 20 and AT 1 and that these policies continue to be implemented effectively.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

DRAFT

Indicator D64

D64 – Prepare and adopt a Supplementary Planning Guidance relating to Heritage Assets

Objective:

SO17: Protect, enhance and manage the natural and heritage assets of the Plan area, including its natural resources, wildlife habitats, and its landscape character and historic environment

Target:

Prepare and adopt a Supplementary Planning Guidance in relation to Heritage Assets within 18 months of the Plan's adoption

Relevant policy:

PS19, AMG1, AMG2, AMG3, AMG4, AMG5, AMG6, PS20, AT1, AT3, AT4

Outcome:

AMR Period	Outcome
AMR1	–
AMR2	–
AMR3	–
AMR4	–
AMR5	–
AMR6	–
AMR7	–
AMR8	–

Trigger level:

Not adopting a Supplementary Planning Guidance within 18 months of the Plan's adoption

Analysis:

Initial work relating to preparing the SPG has been undertaken. However, with the release of TAN 24 (Historic Environment) and several CADW guidance publications, it is considered that there is no longer a need for a specific SPG on this matter. In addition, it is noted that the adopted Supplementary Planning Guidance: The North West Wales Slate Landscape World

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Heritage Site outlines how Gwynedd Council and its partners would manage the Site in the future, by protecting our heritage and by ensuring high quality and appropriate development.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

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Indicator D65

D65 – The amount of land and facilities to cater for waste in the Plan area

Objective:

SO18: Encourage waste management based in the hierarchy of reduce, re-use, recovery and safe disposal.

Target:

Maintain sufficient land and facilities to cater for the Plan area's waste (to be confirmed at a regional level in accordance with TAN 21 waste monitoring arrangements)

Relevant policy:

GWA 1

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

Triggers to be established at a regional level in accordance with TAN21

Analysis:

Based on the North Wales Waste Monitoring Report for 2020 there is no need to provide additional non-hazardous or inert waste landfill within the North Wales region, and careful consideration should be given to the possibility of an over-provision in dealing with proposals to develop further residual waste treatment in the region.

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In accordance with the requirements of TAN 21, Waste Monitoring Reports must be undertaken in order to identify whether sufficient regional landfill and waste treatment capacity is maintained; whether the spatial provision is sufficient to meet this need; and whether local planning authorities need to undertake necessary steps to meet any unforeseen issue, and to enable Welsh Government and local planning authorities to provide a strategic overview of trends in the waste sector to inform the LDP and provide guidance when dealing with waste planning applications.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

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Indicator D66

D66 – Number of planning applications for waste management facilities on employment sites identified in Policy GWA 1 and Policy CYF 1.

Objective:

SO18: Encourage waste management based in the hierarchy of reduce, re-use, recovery and safe disposal.

Target:

Increase in number of waste management facilities provided on employment sites identified in Policy GWA 1 and Policy CYF 1, compared to number provided on employment sites in 2016/2017.

Relevant policy:

GWA 1

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	–
AMR7	✓
AMR7	✓

Trigger level:

No planning applications for waste management facilities on employment sites identified in Policy GWA 1 and Policy CYF 1.

Analysis:

1 new application for waste facilities during this AMR period on a site identified within Policy GWA 1, namely application C26/0046/34/LL for the operation of inert waste materials

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recycling, screening and recovery plant at Cefn Graianog, Llanllyfni (received permission 15/6/26).

It is considered that Policies CYF 1 and GWA 1 are implemented efficiently. The Councils will continue to monitor the indicator.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

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Indicator D67

D67 – The extent of primary land-won aggregates permitted in accordance with the Regional Technical Statement for Aggregates expressed as a percentage of the total capacity required as identified in the Regional Technical Statement (MTAN)

Objective:

SO19: Meet the needs of minerals locally and regionally in a sustainable manner.

Target:

Maintain a minimum 10 year land supply of crushed rock aggregate reserves throughout the Plan period in the Plan area in line with Policy PS22

Relevant policy:

PS 22, MWYN 6

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

Less than a 12 year land supply of crushed rock aggregate reserves in the Plan area in any one year

Analysis:

At the end of 2016, there was a residual 42.94 million tonnes of permitted crushed rock aggregate reserves, which is far above the threshold level (Source: North Wales Regional Aggregates Working Group Annual Monitoring Report (2016)). The information is based on

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the distribution outlined in the Second Review of the Regional Technical Statement (RTS) that is undertaken every five years.

Each review of the Regional Technical Statement provides a mechanism to encourage the national sustainability objectives that every individual Local Authority in the region need to fulfil over a 25 year period for crushed rock (which is sufficient to fulfil the requirements of MTAN1 of achieving a 10 year land bank) during the 15 year period of the Joint LDP. The preferred areas for crushed rock in Policy MWYN 2 of the JLDP exceeds the minimum allocation needed to meet the required provision identified in the Second Regional Technical Statement.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

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Indicator D68

D68 – Sand and gravel land supply in the Plan area.

Objective:

SO19: Meet the needs of minerals locally and regionally in a sustainable manner.

Target:

Maintain a minimum 7 year land supply of sand and gravel throughout the Plan period in the Plan area in line with Policy PS22.

Relevant policy:

PS 22, MWYN 6

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

One Planning application permitted contrary to Policy MWYN 6

Analysis:

North Wales had approximately 15.70 million metric tunnels of residual sand and gravel at the end of 2016 (the Plan area's contribution towards this total was 1.175 million). Using the average sales of over 10 years, as recommended by Welsh Government in their CL-04-14 policy explanation letter, this is equivalent to a land bank of 21.8 years.

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The information is based on the distribution outlined in the Second Review of the Regional Technical Statement (RTS) that is undertaken every five years. Each review of the Regional Technical Statement provides a mechanism in order to encourage the national sustainability objectives that every individual Local Authority in the region need to fulfil over a 22 year period for sand and gravel (which is sufficient to fulfil the requirements of NCTM1 of achieving a 7 year land bank) during the 15 year period of the Joint LDP. Whilst the landbank of sand and gravel for the Plan area is below the 7 year threshold, the preferred areas identified in Policy MWYN 2 of the JLDP exceeds the minimum allocation needed to meet the required provision in the Regional Technical Statement.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

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Indicator D69

D69 – Number of Planning applications permitted within a mineral buffer zone

Objective:

SO19: Meet the needs of minerals locally and regionally in a sustainable manner.

Target:

No development permitted within a mineral buffer zone that would lead to the sterilisation of the mineral Resource, unless it is in accordance with Policy MWYN 6

Relevant policy:

PS 22, MWYN 6

Outcome:

AMR Period	Outcome
AMR1	✓
AMR2	✓
AMR3	✓
AMR4	✓
AMR5	✓
AMR6	✓
AMR7	✓
AMR8	✓

Trigger level:

One Planning application permitted contrary to Policy MWYN 6

Analysis:

18 planning permissions were granted on sites within a mineral buffer zone. The type of permission varies from being householder development, new offices, local infrastructure, adventure activity facility, car park and applications relating to the mineral site.

No planning permission was granted within a mineral buffer zone that is contrary to Policy MWYN 5. Consequently, it is considered that Policy MWYN 5 is implemented efficiently. The

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Council will continue to monitor the indicator.

Action

Explanation of action
Continue to monitor. Full consideration will be given to this during preparation of the Gwynedd Local Development Plan.

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CHAPTER 4: CONCLUSIONS AND RECOMMENDATIONS

4.1 As with the previous AMRs, AMR8 will provide evidence on the indicators to enable the Council to identify any trends. AMR8 along with the previous AMRs will also provide important evidence for the preparation of the new Local Development Plan.

4.2 As has been noted above the AMRs provide important evidence which will need to be considered by the when preparing the new LDP. While there are issues where further work is needed and the policies need to be revisited, the statutory steps of preparing new Plans must be followed with the preparation of a sound evidence base to support any changes to policy or new policies.

4.3 The number of houses completed in the Plan area since the Plan's start date (2011) is lower than the expected figure. There are a number of reasons for this including economic growth has not been at the expected scale, large scale infrastructure projects have not progressed, consequences of the Pandemic or that demand for housing in some areas of the Plan has not been at the expected rate.

4.4 Permission was granted for 98 affordable housing units during 2025-26. In addition, 709 affordable housing units have been completed during the 2017-26 period. 91 affordable housing units have been completed during 2025-26 which is lower than the previous year for the Gwynedd Planning Authority area. These figures do not include housing that is affordable due to their location and size, as would be the case in certain areas within the Plan area and therefore the provision of housing that is affordable is likely to be higher than this figure. Of the units given permission and completed since the Plan's adoption the percentage of affordable housing is approximately 56%. This means that new permissions under the Plan thus far, have delivered a high percentage of affordable housing, ensuring that local needs are being addressed and this assists to maintain the language within the Plan's area.

4.5 On the whole the indicators contained within the monitoring framework are performing in accordance with expectations under the circumstances. Where policy targets are not being achieved this overall is due to factors which are outside of the control of the JLDP. Where other policy targets are not being achieved there are currently no concerns regarding policy implementation. These matters will be considered whilst the Council prepares the evidence base for its new Local Development Plan. Despite the contextual changes, it is considered that the JLDP policies are still relevant and provide a sound planning framework for determining applications across the plan area. The following points highlights how the plan is still delivering for the area:

- No policies have been identified as failing to deliver the objectives of the plan. However, it is noted that some indicate that the policy is not being implemented as effectively as was expected. Most of these indicators relate to failing to reach expected growth targets e.g. employment land, renewable energy and housing growth level. As detailed in the AMR, these failures are due to factors outside of the control of the LDP.
- 3 application were refused partly due to language issues and 8 applications were granted permission with a planning condition for language mitigation measures.

- Some developments reported on are decisions which were made before the adoption of the JLDP.
- On the whole appeal decisions since the adoption of the JLDP have supported the policies and strategy of the Plan. However, some decisions have highlighted matters which will require careful consideration when considering the content and in preparing policies for the new Local Development Plan.
- Permission has been granted for 215 new residential units (including applications to reconsider or extend the expiry date of current permissions) during 2025/26. 98 units (45.6%) were for affordable housing.
- 91 affordable housing units have been completed in 2025-26.
- The housing land bank (sites with extant permission) in 2026 in Gwynedd excluding units the JLDP has noted are unlikely to be developed during the Plan period stood at 872 units (553 not started and 319 under construction) of which 357 are affordable units (260 units not started and 97 units under construction).
- It is noted that 2805 units have been completed in the Gwynedd Planning Authority area between the base date (2011) and 2025/26, whilst the Plan's trajectory (conveyed for the Gwynedd Planning Authority area) notes a figure of 3712 units. This is therefore 24.4% (907 units) lower than the figure in the trajectory. Part of this shortfall is due to the delay in the implementation of major infrastructure projects in the plan area.
- No planning applications or appeal decisions to modify or remove S106 agreements or conditions for local market housing have been approved or permitted (during this AMR period nor since adopting the Plan).
- Proposals for new employment development on safeguarded sites have been supported by the policies within the JLDP.
- Overall, the indicators contained within the monitoring framework are performing in accordance with expectations, where they are not being achieved there is no concerns regarding policy implementation.

4.6 Full consideration will be given to the conclusions of the Annual Monitoring Reports in preparing the evidence base that will support the policies of the new Local Development Plan.

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Appendix 1 – Sustainability Appraisal Monitoring

1. SUSTAINABILITY APPRAISAL MONITORING

1.1 The JLDP was subject to Sustainability Appraisal (SA) including Strategic Environmental Assessment (SEA) as an iterative process through the plan preparation process. The SA incorporated the SEA requirements in accordance with EU Directive 2001/42/EC. The purpose of the SA was to appraise the likely social, environmental, and economic effects of the Plan, to ensure they were consistent with the principles of sustainable development. The SA of the JLDP identified 11 objectives and 29 indicators which are intended to measure the social, economic, and environmental impact of the Plan.

1.2 It should be noted that the monitoring programme contained within the Sustainability Appraisal Report was preliminary and only identified potential indicators. The monitoring process has found that there is opportunity to improve the SA monitoring to ensure that appropriate data is collected. Whilst none of the indicators are deleted, it should be noted that the analysis makes it clear where information is unavailable and/or not applicable. In some instances, information is no longer available (or relevant); in other instances, the data available is of insufficient detail to enable useful monitoring.

1.3 There are several SA indicators where information is not published annually, for example those based on the census. The implications of the Covid pandemic have also meant that some information has not been available. The purpose of the monitoring framework is to review changes on an annual basis, consequently these are not necessarily going to be useful moving forward in terms of future monitoring. They have however been retained to provide a baseline; further work will be undertaken in time for the next AMR to determine whether alternative sources of information are available.

1.4 It should be noted that the traffic light rating system used for the LDP Monitoring Indicators has not been taken forward for use with the SA Monitoring. Many of the SA objectives are aspirational in nature and to some extent would be information monitored in an ideal world scenario. In addition, the LDP alone would not be the only factor that would need to be considered in achieving their aims. The SA Monitoring does not include targets as such, unlike the LDP monitoring, it would therefore prove difficult to interpret the commentary into a traffic light rating.

1.5 As this is the eighth Annual Monitoring Report, the focus of the analysis will be to assess the changes that have happened with respect to each SA indicator since the seventh AMR of the JLDP. The data collected includes a mix of qualitative and quantitative data with a commentary under each SA objective to describe progress. Each SA Objective is assessed against the relevant monitoring indicators, with the findings set out in the sections below. The following colour coding has been used to give an overall summary of the findings for each indicator:

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Colour	Indication
✓	Positive Impacts
+/-	Mixed Impacts
X	Negative Impacts
0	Neutral / Data Unavailable

Summary of SA Monitoring

1.6 Table 1 sets out the summary assessment of the results of the Sustainability Appraisal Monitoring. summary analysis of these results is provided in paragraph 1.7

Table 1: Sustainable Appraisal Monitoring - Summary

Objectives	Result
1: Maintain and enhance biodiversity interests and connectivity	✓
2: Promote community viability, cohesion, health and well being	0
3: Manage and reduce the impacts of climate change by promoting and supporting mitigation and adaptation measures	✓
4: Conserve, promote and enhance the Welsh language	X
5: Conserve, promote and enhance cultural resources and historic heritage assets	✓
6: Support economic growth and facilitate a vibrant, diversified economy providing local employment opportunities	✓
7: Provide good quality housing, including affordable housing that meets local needs	✓
8: Value, conserve and enhance the plan area's rural landscapes and urban townscapes	✓
9: Use land and mineral assets efficiently and promote mechanisms for waste minimisation, re-use, and recycling	✓
10: Promote and enhance good transport links to support the community and the economy	✓
11: Safeguard water quality, manage water resources sustainability and minimise flood risk	✓

Summary of Results

1.7 The results of the Sustainability Appraisal monitoring indicate that out of the 11 Sustainability Objectives, overall positive effects were identified for 9 objectives, neutral effects for 1 objective and 1 objective identified as having a negative effect. The table shows that for most of the sustainability objectives identified, progress is being made, on balance, against the range of

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monitoring indicators for the particular objective. The following tables include a detailed analysis of the performance of all the indicators:

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SA Objective 1: Biodiversity

SA Indicator	Target	Baseline /Previous Data	Recent Data	Performance
1) Loss of biodiversity through development measured by loss or impact to international sites (e.g. SSSI) and local sites in JLDP area.	Decrease	2024/2025	See explanation below	✓
2) Net loss of biodiversity in LDP area caused by development	Decrease	-	See explanation below	**0**
3) % of features (various types) in favourable condition, including both land and marine based	Increase	2019/2020	See explanation below	**0**
4) Achievement of BAP objectives and targets	Increase	-	See explanation below	**0**
5) Trends and status of NERC 2006, Section 42 species/habitats	Improvement	-	See explanation below	**0**
6) Number and area of SINCs and LNR within the plan	Maintain/Increase	2019/2020	See explanation below	✓

Explanation / Analysis

1) The total of approved planning applications that were entirely/partially within nationally or internationally designated sites of biodiversity or geodiversity value (i.e. Special Areas of

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Conservation, Special Protection Areas, Ramsar, Sites of Special Scientific Interest, National Nature Reserves) was 3; these were as follows:

- C25/0559/37/TR - Application to replace the existing transformer single pole with a larger transformer on two poles.
- C25/0888/39/TC - Lawful Development Certificate for a proposed change of use from main residence (C3) to mixed use second home (C5) and short term holiday let (C6)
- C26/0028/39/DT – Householder application

2) While this is not currently monitored by the Authority due to limited resources, polices within the LDP ensure that biodiversity is protected.

3) While this is not currently monitored by the Authority due to limited resources, polices within the LDP ensure that biodiversity is protected.

3) No updated data since the previous AMR. The information only available for SACs and SPAs and the results are as follows:
   - SACs - 40% (8 of 20 SACs located or partially located within the LDP area) are of all features of 'favourable' condition;
   - SPAs - 89% (8 of 9 SAPs located or partially located within the LDP area) are of all features of 'favourable' condition.

4) No information currently available as this is not monitored by the Authority due to limited resources.

5) No information currently available as this is not monitored by the Authority due to limited resources.

6) No change since the previous AMR:
   - 392 (7115HA) confirmed Wildlife Sites (SINCs)
   - 13 (3137HA) LNRs

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SA Objective 2: Community & Health

SA Indicator	Target	Baseline /Previous Data	Recent Data	Performance
1) % of total population with access to key services	Increase	-	Data not available	**0**
2) Lifestyle related health measures (e.g. Overweight/obese)	Improvement	-	Data not available	**0**

Explanation / Analysis

1) Data for this indicator is not currently available on a Local Authority level. Continue to monitor the indicator.

2) Data for this indicator is not currently available on a Local Authority level. Continue to monitor the indicator.

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SA Objective 3: Climate Change

SA Indicator	Target	Baseline /Previous Data	Recent Data	Performance
% change in carbon dioxide emissions from industry / commercial, domestic, road transport, land use change and forestry sectors.	Decrease	2018 - 2024	See explanation below	✓

Explanation / Analysis

The following tables highlights CO2 emission estimates (KtCO2) in all 5 sectors in Gwynedd since 2018:

Gwynedd

	2018	2019	2020	2021	2022	2023	2024
Industry	49.6	46.9	44.4	50.2	49.5	44.5	41.9
Commercial	59.6	49.3	40.2	48.2	46.7	41.0	44.3
Domestic	198.1	189.5	183.3	184.1	151.8	147.8	145.7
Transport	277.1	269.9	212.4	227.2	230.0	232.6	237.9
Forestry and Land Use Change	-142.6	-145.7	-150.1	-152.4	-153.7	-154.1	-154.1

(Source: Department for Energy Security and Net Zero)

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SA Objective 4: Welsh Language

SA Indicator	Target	Baseline /Previous Data	Recent Data	Performance
Number/ % Welsh Language speakers	Increase	Year ending 31 December 2021	Census 2021	X

Explanation / Analysis

Policy PS 1: The Welsh Language and Culture, promotes and supports the use of the language. The aim of Policies PS 1, PS 5 and PS 6 is to integrate 'sustainable development' into the development process, to maintain and create distinctive and sustainable communities.

An 'Annual Report of the population' who say they speak Welsh by the ONS is published quarterly, the basis of this is data from a survey. The latest figures are April 2026 which states that there are 844, 300 Welsh speakers in Wales. For Gwynedd it states that there are 92,3002,500 able to speak Welsh, which is 76% of the County's population.

However, as a result of figures in the 2021 Census (538,300 Welsh Speakers in Wales, and 73,560 or 64.4% in Gwynedd) and the difference between these and figures in the Annual Report the Welsh Government has commission work to establish why there is a difference between the figures.

The Chief Statistician's blog (25 April 2023) states that "... it has always been clear that we regard the census as the authoritative source of information on the number of Welsh speakers in Wales...". He further states that "... There are several other data sources available that provide some information about the Welsh language that we can use to monitor trends in the period between censuses. These sources have their own strengths and limitations when it comes to statistics on the Welsh language...".

The Annual Population Survey is based on a Labour Force Survey. Although household surveys usually give us higher estimates of ability to speak Welsh, they have generally moved in a similar direction to the census estimates. However, with the results of the 2021 Census, this is the first time that the census estimates that the number of Welsh speakers has decreased and the household surveys estimate that the numbers have increased.

Due to the range of data sources available, it is not easy for users of statistics about ability in Welsh to reconcile the different estimates, especially as some estimates show an increase in the number of Welsh speakers and others show that the numbers are decreasing. This can make it challenging to know how to use these statistics to inform Welsh language public policy.

Within the Report 'Differences between estimates of ability in Welsh in the 2021 Census and household surveys' the main points were:

- Of the people who said they could speak Welsh in the Labour Force Survey or Census 2021, the following groups tended to agree across the two sources most often: people aged 65 or over; people living in North West Wales; people born in Wales; and people with Welsh national identity.
- Of the people who say they can speak Welsh in the Labour Force Survey or Census 2021, the following groups tended to disagree across the two sources most frequently: people younger than

25; people living in the South East and North East; people born elsewhere in the UK; and people without a Welsh national identity.

- Of the people who agreed that they could speak Welsh on both sources, over two-thirds (68.6%) indicated that they spoke Welsh on a daily basis. Of the people who said they could speak Welsh in the Labour Force Survey but not in the 2021 Census, only around a quarter (24.8%) said they spoke Welsh on a daily basis.
- A smaller proportion of couple households agree on their ability to speak Welsh between the two sources where neither or only one adult can speak Welsh compared to couple households which have two or more adults who can speak Welsh.

Therefore, on the basis of all this, it is not believed that any weight should be given to the increase in the number of Welsh speakers seen in Gwynedd within the 'Annual Population Report' December 2024.

AMR 5 highlighted the changes within the different neighbourhoods of the Lower Super Output Area (LSOA) identifying that there are a number of factors affecting the changes between 2011 and 2021 in the percentage and number of Welsh speakers in them.

Some areas have seen an increase in the percentage of speakers with fairly large residential developments, others have seen an increase in the number but a decrease in the percentage.

Some areas have seen an increase in the percentage although there is a decrease in the number of Welsh speakers, this is on account of a higher decline in the number of non-Welsh speakers. For some neighbourhoods this may be based on a loss of units from housing stock to use as second homes / holiday accommodation.

In many of the neighbourhoods that have seen the greatest reduction in the percentage of Welsh speakers there has been very little new housing growth through the Joint Local Development Plan.

A large element of the changes affecting the Plan area comes out of changes to the existing housing stock.

For more detail relating to the Welsh language please refer to the Welsh language indicators in Chapter 3.

SA Objective 5: Heritage / Culture

SA Indicator	Target	Baseline/Previous Data	Recent Data	Performance
Number of historic assets at risk / change in number at risk	Decrease	2024/2025	See explanation below	✓

Explanation / Analysis

1 planning application (nonsignificant) was approved within the Castles and Town Walls of King Edward' WHS, 39 (nonsignificant) within the 'Slate Landscapes of Northwest Wales' WHS, and a total of 50 planning applications (full/outline) within the Plan's Conservation Areas. These include installation of heat pumps, solar panels, change of uses, new dwelling/apartment houses, new office/employment buildings/structures, conversion of buildings, new front windows, and extensions.

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SA Objective 6 Economy and Employment

SA Indicator	Target	Baseline/Previous Data	Recent Data	Performance
1) Economic activity by sector	Increase	2023/2024	See explanation below	✓
2) Employment status of residents 16 years +	Increase	2024/2025	See explanation below	✓
3) Number of people commuting into and out of authority areas	Decrease	2023/2024	See explanation below	+/-

Explanation / Analysis

1 & 2) Statistics show that there has been a increase in economic activity and employment rate in the Gwynedd Local Authority areas between March 20254 and 2026 as can be seen in the table below.

Local Workforce Survey: A Summary of Economic Activity (16-64)

	Year ending Mar 2021	Year ending Mar 2022	Year ending Mar 2023	Year ending Mar 2024	Year ending Mar 2025	Year ending Mar 2026
Ynys Môn	78.8%	74.1%	79.6%	Not Monitoring	Not Monitoring	Not Monitoring
Gwynedd	77.9%	75.9%	77.7%	73.7	76.7%	80.5 (+3.8%)
Wales	76.6%	75.6%	75.5%	76.2	75.1%	75.5% (+0.4%)

Origin: Stats Cymru - Economic Activity Rate (16-64) according to Local Area and Year in Wales

3) Statistics show that there has been an increase in the number of people commuting out of Gwynedd and Anglesey in 2025. Whilst there has been an increase in the number of people commuting into Gwynedd the number of people commuting into Anglesey has remained constant since 2022 as can be seen in the tables below. Continue to monitor the indicator.

Commuting Patterns by Welsh Local Authority

Year	Gwynedd	Wales
Number of people commuting out of the area 2018	8,600	95,400

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Number of people commuting out of the area 2019	8,700	98,500
Number of people commuting out of the area 2020	8,000	100,300
Number of people commuting out of the area 2021	5,700	92,100
Number of people commuting out of the area 2022	7,100	78,500
Number of people commuting out of the area 2023	6,800	81,800
Number of people commuting out of the area 2024	7,300	92,600
Number of people commuting out of the area 2025	7,800	94,400

,

Source: Stats Wales

Year	Gwynedd	Wales
Number of people commuting into the area 2018	12,500	47,000
Number of people commuting into the area 2019	12,200	42,700
Number of people commuting into the area 2020	13,300	48,400
Number of people commuting into the area 2021	10,100	34,900
Number of people commuting into the area 2022	7,300	32,500

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Number of people commuting into the area 2023	8,900	31,600
Number of people commuting into the area 2024	11,200	37,400
Number of people commuting into the area 2025	12,800	33,800

Source: StatsWales

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SA Objective 7: Housing

SA Indicator	Target	Baseline/Previous Data	Recent Data	Performance
Number of new affordable housing units provided / year as percentage of all new units.	Increase	2024/25	See explanation below	✓

Explanation / Analysis

The table below compares the percentage of affordable housing completions since the plan's adoption (Gwynedd Planning Authority area only):

Year	Affordable housing units completed	Total housing units completed	Affordable units as a percentage of total housing completions
2017-18	31	208	14.9%
2018-19	118	281	42.0%
2019-20*	102	245	41.6%
2020-21*	36	135	26.7%
2021-22	74	169	43.8%
2022-23	58	107	54.2%
2023-24	67	137	48.9%
2024-25	140	212	66.0%
2025-26	91	118	77.1%

**It is noted that due to visit constraints because of the Coronavirus pandemic, not all sites were visited during this period.*

Whilst there has been a decrease in the number of affordable housing units completed compared to the previous year, it is noted that there has been a significant decrease in the overall total number of houses completed. As such the percentage of affordable housing units completed compared to total housing completions has increased since last year. The target for this indicator has therefore been met.

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SA Objective 8: Landscape and Townscape

SA Indicator	Target	Baseline/Previous Data	Recent Data	Performance
1) Proportion of high/very high quality landscapes identified by LANDMAP	Increase	2019-2020	See analysis below	✓
2) Number / proportion of new developments within AONBs	Decrease	2023-2024	See analysis below	✓
3) Number / proportion of new developments within areas classed as outstanding by LANDMAP	Decrease	2023-2024	See analysis below	✓

Explanation / Analysis

1) No change since the previous AMR. The results for the areas defined under LANDMAP are as follows:
   - Visual and Sensory - 51% (135 out of 267 areas) of areas were classed as High or Outstanding;
   - Cultural 98 % (374 out of 382 areas) of areas were classed as High or Outstanding;
   - Geological - 62% (133 out of 213 areas) of areas were classed as High or Outstanding
   - Historical Landscapes - 81% (319 out of 392 areas) of areas were classed as High or Outstanding;
   - Landscape Habitats - 47% (592 out of 934 areas) of areas were classed as High or Outstanding.

2) The number of approved planning applications within AONBs are as follows:
   - 2018/2019 = 540
   - 2019/2020 = 219
   - 2020/2021 = 222
   - 2021/2022 = 340
   - 2022/2023 = 209
   - 2023/2024 = 100 (Gwynedd LPA Only)
   - 2024/2025 = 96 (Gwynedd LPA Only)
   - 2025/2026 = 70 (Gwynedd LPA Only)

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3) The number of approved planning applications within areas classed as outstanding by LANDMAP are as follows:

LANDMAP Category	AMR 1	AMR 2	AMR 3	AMR 4	AMR 5	AMR 6*	AMR 7*	AMR 8*
Visual and Sensory	81	26	20	24	31	7	4	5
Cultural	1587	619	613	861	687	502	523	525
Geological	724	291	287	374	322	235	255	218
Historical	1270	532	528	691	493	278	255	325
Landscape Habitats	70	26	24	36	36	20	19	21

*Gwynedd LPA only

The overall number of approved planning applications within areas classed as outstanding by LANDMAP have remained constant since the previous AMR. The above indicators will continue to be monitored.

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SA Objective 9: Land, Minerals, Waste

SA Indicator	Target	Baseline/Previous Data	Recent Data	Performance
1) % of development on previously developed land	No data	2021/2022	See analysis below	**0**
2) % municipal wastes sent to landfill	Decrease	2018-2019	See analysis below	✓
3) % municipal waste re-used/recycled	Increase	2024/25	See analysis below	✓

Explanation / Analysis

1) % proportion of development on previously developed land is as follows:

- Gwynedd: 2017-2018 12.82ha (64%);
- Gwynedd 2018 to current – information is not collated. Unable to report on the indicator.

Due to the lack of availability of information for the Gwynedd Local Planning Authority area, it is not possible to fully conclude if the target has been met.

2] % Municipal waste to landfill is as follows (*Source: StatsWales*):

- 2016-2017 = Gwynedd (31%)
- 2017-2018 = Gwynedd (24.3%)
- 2018-2019 = Gwynedd (18.1%)
- 2019-2020 = Gwynedd (7.6%)
- 2020-2021 = Gwynedd (0.6%)
- 2021-2022 = Gwynedd (1%)
- 2022-2023 = Gwynedd (0.5%)
- 2023-2024 = Gwynedd (0.4%)
- 2024-2025 = Gwynedd (0.7%)

The percentage of waste taken to landfill in Gwynedd has decrease significantly since 2018-2019.

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3] % Municipal waste recycled is as follows (*Source: My Recycling Wales):*

- 2016-2017 = Anglesey (66%) Gwynedd (61%)
- 2017-2018 = Anglesey (72%) Gwynedd (60%)
- 2018-2019 = Anglesey (70%) Gwynedd (62%)
- 2019-2020 = Anglesey (68%) Gwynedd (65%)
- 2020-2021 = Anglesey (65.7%) Gwynedd (65.5%)
- 2022-2023 = Anglesey (62.3%) Gwynedd (64.2%)
- 2023 – 2024 = Gwynedd (65%)
- 2024 – 2025 = Gwynedd (64%)

Gwynedd has seen a slight decrease in the percentage of municipal waste recycled between 2023/2024 and 2024/2025.

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SA Objective 10: Transport and Access

SA Indicator	Target	Baseline/Previous Data	Recent Data	Performance
1) Method of travel to work - % working population who travel by car	Decrease	2011 Census	2021 Census	✓
2) Percentage of new residential developments within 30 minutes public transport time of facilities	Increase	2017/2018/2019	See analysis below	✓
3) Access to services and facilities by public transport, walking and cycling	Increase	2016/17	See analysis below	**0**
4) % increase in the cycle network	Increase	Transport Topic Paper (2015)	See analysis below	**0**
5) Proportion of LPG fuel sources for motor vehicles	Increase	2019 onwards	See analysis below	**0**

Explanation / Analysis

1) The tables below compare the situation in Anglesey, Gwynedd and Wales between the 2011 and 2021 Census for the different modes of transport to work (these are based on the working age 16-74 population):

Ynys Môn

Method used to travel to workplace (12 categories)	Ynys Môn % (2011 Census)	Ynys Môn % (2021 Census)	Change %
Work mainly at or from home	6.85%	22.51%	15.66%
Underground, metro, light rail, tram	0.07%	0.02%	-0.05%
Train	0.71%	0.41%	-0.30%
Bus, minibus or coach	2.67%	1.59%	-1.08%
Taxi	0.38%	0.32%	-0.06%
Motorcycle, scooter or moped	0.73%	0.39%	-0.34%
Driving a car or van	70.40%	61.35%	-9.05%
Passenger in a car or van	6.10%	4.64%	-1.46%
Bicycle	1.58%	0.96%	-0.62%
On foot	9.54%	6.87%	-2.67%
Other method of travel to work	0.96%	0.74%	-0.22%

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Gwynedd

Method used to travel to workplace (12 categories)	Gwynedd % (2011 Census)	Gwynedd % (2021 Census)	Change %
Work mainly at or from home	8.41%	23.66%	15.25%
Underground, metro, light rail, tram	0.07%	0.05%	-0.02%
Train	0.71%	0.38%	-0.33%
Bus, minibus or coach	4.53%	2.44%	-2.09%
Taxi	0.23%	0.24%	0.01%
Motorcycle, scooter or moped	0.51%	0.26%	-0.25%
Driving a car or van	62.97%	56.61%	-6.36%
Passenger in a car or van	5.94%	4.38%	-1.56%
Bicycle	1.31%	1.03%	-0.28%
On foot	14.55%	10.21%	-4.34%
Other method of travel to work	0.78%	0.74%	-0.04%

Wales

Method used to travel to workplace (12 categories)	Wales % (2011 Census)	Wales % (2021 Census)	Change %
Work mainly at or from home	5.36%	25.61%	20.25%
Underground, metro, light rail, tram	0.09%	0.04%	-0.05%
Train	2.01%	0.84%	-1.17%
Bus, minibus or coach	4.61%	2.30%	-2.31%
Taxi	0.48%	0.56%	0.08%
Motorcycle, scooter or moped	0.56%	0.34%	-0.22%
Driving a car or van	67.37%	56.46%	-10.91%
Passenger in a car or van	6.80%	4.83%	-1.97%
Bicycle	1.44%	1.10%	-0.34%
On foot	10.64%	7.06%	-3.58%
Other method of travel to work	0.64%	0.86%	0.22%

As seen the biggest change is in the percentage of people working from home +15.66% in Anglesey, +15.25% in Gwynedd and +20.25% in Wales. In terms of the number driving a car or van to work this has fallen by -9.05% in Anglesey, -6.36% in Gwynedd and -10.91% in Wales.

2) 100% of new residential development within 30 minutes.

3) No update in data since previous AMR.
   - Anglesey has the third lowest number of concessionary bus pass holders aged 60+ (75.6%).
   - Gwynedd has the fourth lowest number (80.0%).
   - The area with the lowest number is Powys (71.5%).
   - The area with the highest number is Cardiff (98.9%).
   - The national average is 87.0%. Therefore, Gwynedd is below the national average.

4) No update in data since previous AMR.
   - Anglesey is covered by the Taith area. Gwynedd is covered by both the Taith and Tracc areas.
   - The National Cycle Routes in the Taith area are: 5 - Reading to Holyhead; 8 - Cardiff to Holyhead.

- The National Cycle Routes in the Tracc area are: 8 - Cardiff to Holyhead; 42 - Glasbury to Gloucester; 43 - Builth Wells to Swansea; 81 - Aberystwyth to Shrewsbury; 82 - Porthmadog to Cardigan.

5) No change since previous AMR
   - There are 10 stations in Gwynedd that have LPG. These are: A496 – 1; A4487 – 1; Bangor – 1; Barmouth – 1; Blaenau Ffestiniog – 1; Caernarfon -2; Machynlleth – 1; Pwllheli – 2.

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SA Objective 11: Water and Flood Risk

SA Indicator	SA Indicator	SA Indicator	SA Indicator	SA Indicator
1) % of new developments with integrated sustainable drainage systems	Increase	-	Data unavailable	**0**
2) % of waterbodies at good ecological status or potential	Increase	2018/2019	See analysis below	✓
3) Proportion / absolute number of development in C1 and C2	Decrease	2023-2024	See analysis below	✓

Explanation / Analysis

1) This information is not currently collected by the Authorities.

2) No updated data from the previous AMR was available. The indicator will continue to be monitored.

3) On the 31/03/2025 new Technical Advice Note 15 (Development, flooding and coastal erosion) came into force, together with a new Wales Flood Map containing the following 'Planning flood zones':

- Flood Zone 1
- Flood Zone 2
- Flood Zone 3
- TAN 15 Defended Zones

For the purposes of the AMR it is considered that the new Flood Zone 2 is a close match to the former C1 flood zone. However, it should be noted that applications validated before 31st March 2025 and any subsequent appeals are to be determined under the previous TAN15 (2004). This is to allow a period of grace and determination against the policy framework that was in effect at the time that they were registered.

31 full planning applications were permitted on sites that were wholly/partly within Flood Zone 2; 14 of these were householder applications. As part of the process of assessing the planning applications information was collected regarding the compliance of the planning applications with the tests

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contained in Technical Guidance Note 15 (Development, flooding and coastal erosion); it was determined that they complied with the requirement of the tests set out in TAN 15.

It is concluded that the applications approved complied with policies PS 5, PS6, 1 PCYFF & PCYFF 2 of the Joint LDP. Therefore, it is considered that the policies are continuing to being implemented effectively.

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Appendix 2 – Distribution of Residential Permissions

Information for the Gwynedd Planning Authority area only on the basis that joint working arrangement between Anglesey and Gwynedd came to an end on 31st March, 2023.

Sub-regional Centre:

1. Bangor (Planning permission for 66 residential units in this AMR period / Planning permission for 429 units since the Plan was adopted)

Urban Service Centre:

2. Blaenau Ffestiniog (4 units / 35 units),
3. Caernarfon (3 unit / 116 units),
4. Porthmadog (1 units / 20 units),
5. Pwllheli (38 unit / 115 units)

Local Service Centres:

6. Abermaw (1 units / 24 units),
7. Abersoch (0 unit / 2 units),
8. Bethesda (1 units / 62 units),
9. Criccieth (4 units / 71 units),
10. Llanberis (0 units / 15 units),
11. Llanrug 17 units / 36 units),
12. Nefyn (15 units / 30 units),
13. Penrhyndeudraeth (5 units / 64 units),
14. Penygroes (1 units / 40 units),
15. Tywyn (1 units / 29 units)

Service Villages:

16. Bethel (0 units / 46 units),
17. Bontnewydd (0 units / 29 units),
18. Botwnnog (0 units / 1 unit),
19. Chwilog (0 unit / 85 units),
20. Deiniolen (0 units / 74 units),
21. Rachub (0 units / 31 units),
22. Tremadog (0 units / 1 unit)
23. Y Ffôr (1 unit / 2 units)

Local, Rural and Coasatal Villages:

A) Local Villages

24. Abererch,
25. Brynrefail (0 units / 1 unit)
26. Caeathro (0 units / 12 units)
27. Carmel (0 units / 4 units),
28. Cwm y Glo,
29. Dinas (Llanwnda (0 units / 28 units),
30. Dinas Dinlle (0 unit / 1 unit),
31. Dolydd a Maen Coch,
32. Efailnewydd,
33. Garndolbenmaen (0 units / 1 unit),
34. Garreg-Llanfrothen,
35. Groeslon,
36. Llandwrog,
37. Llandygai,
38. Llangybi (0 unit / 2 units),
39. Llanllyfni (1 unit / 1 unit),
40. Llanystumdwy (1 units / 8 units)
41. Nantlle (0 units / 1 unit),
42. Penisarwaun (4 units / 7 units)
43. Pentref Uchaf (0 units / 3 units),
44. Rhiwlas (0 unit / 6 units)
45. Rhosgadfan (0 units / 4 units),
46. Rhostryfan,
47. Sarn Mellteyrn (0 units / 2 units)
48. Talysarn (0 units / 2 units),
49. Trefor (15 units / 17 units),
50. Tregarth (1 units / 20 units),
51. Tudweiliog,
52. Waunfawr (0 units / 2 units),
53. Y Fron

B) Coastal/Rural Villages:

54. Aberdaron (8 units / 14 units),
55. Borth-y-Gest (0 units / 1 unit),
56. Clynnog Fawr,
57. Corris (0 units / 1 unit),
58. Edern (4 units / 6 units),
59. Fairbourne,
60. Llanaelhaearn (1 unit / 3 units),
61. Llanbedrog (1 units / 2 unit),
62. Llangian,
63. Llithfaen (0 units / 2 units),
64. Morfa Bychan (0 units / 2 units),
65. Morfa Nefyn, (12 units / 15 units)
66. Mynytho,
67. Rhoshirwaun,
68. Sarn Bach,
69. Y Felinheli (1 units / 26 units)

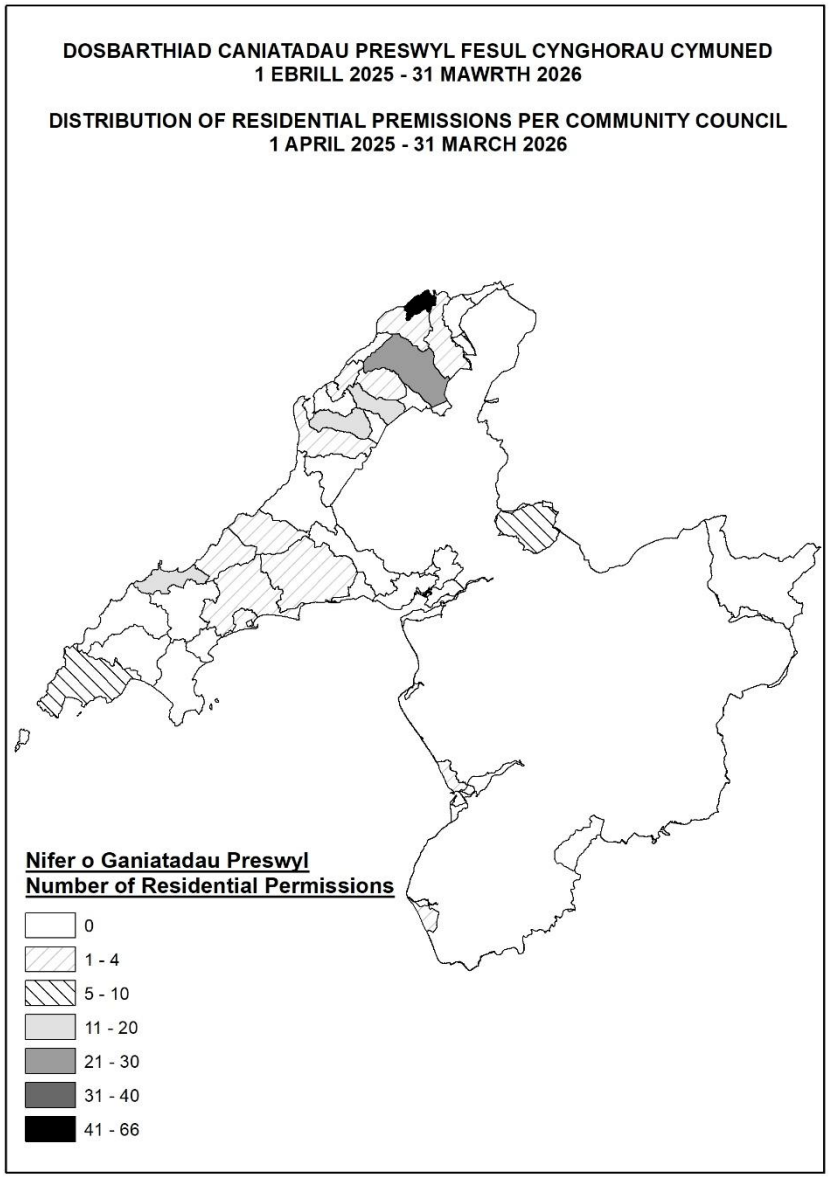
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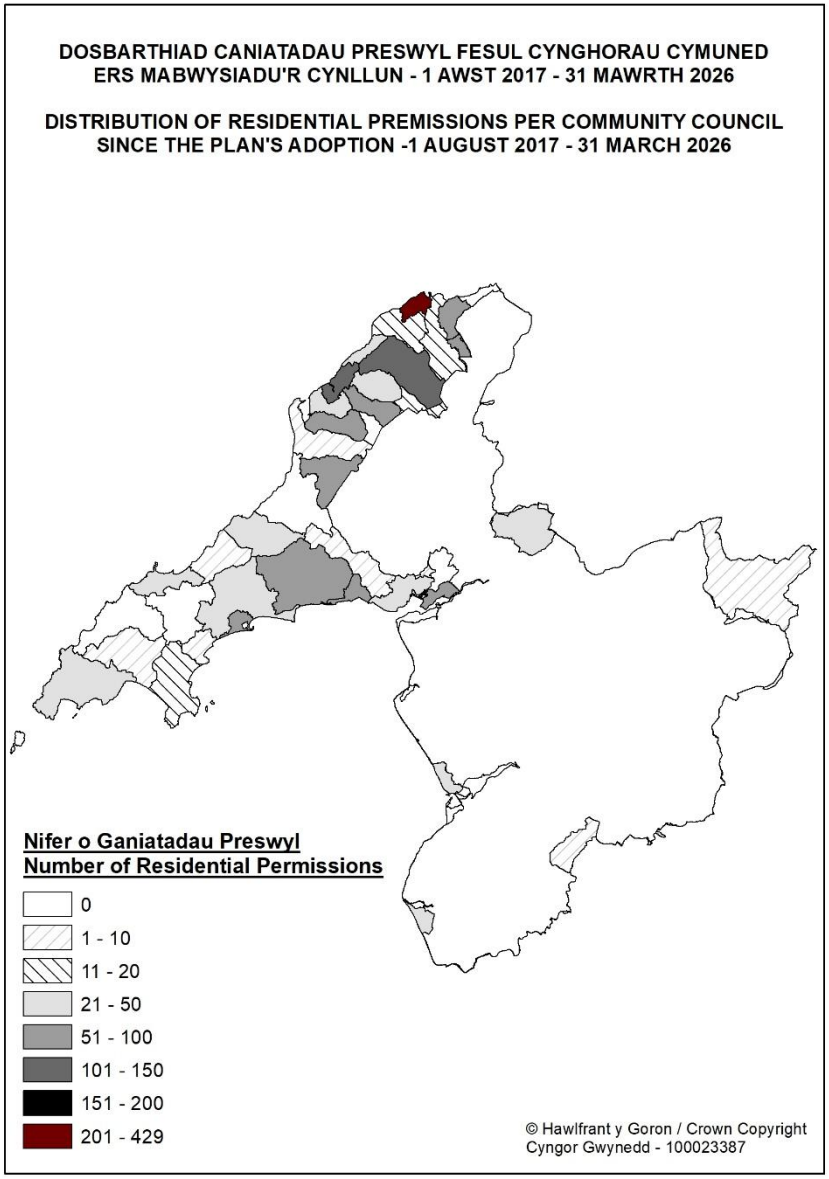
70. Aberdesach,
71. Aberllefenni,
72. Aberpwll,
73. Bethesda Bach,
74. Bryncir,
75. Bryncroes,
76. Caerhun/Waen Wen,
77. Capel y Graig,
78. Corris Uchaf,

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79. Crawia,
80. Dinorwig (0 units / 1 unit)
81. Gallt y Foel,
82. Glasinfryn (0 units / 9 units),
83. Groeslon Waunfawr,
84. Llanaber (0 units / 1 unit),
85. Llandderfel,
86. Llanengan (0 units / 2 units),
87. Llanfor,
88. Llanllechid,
89. Llannor,
90. Llanwnda,
91. Llwyn Hudol,
92. Minffordd,
93. Minffordd (Bangor),
94. Mynydd Llandygai,
95. Nebo,
96. Pantglas,
97. Penmorfa,
98. Penrhos,
99. Penrhos (Caeathro),
100. Pentir,
101. Pentrefelin (1 unit / 1 unit),
102. Pistyll (0 units / 1 unit),
103. Pontllyfni,
104. Rhoslan,
105. Saron (Llanwnda),
106. Swan,
107. Tai'n Lôn,
108. Talwaenydd,
109. Talybont,
110. Tan y Coed,
111. Treborth (0 units / 4 units),
112. Ty'n-lôn,
113. Ty'n y Lôn,
114. Waun (Penisarwaun) (0 units / 1 unit).

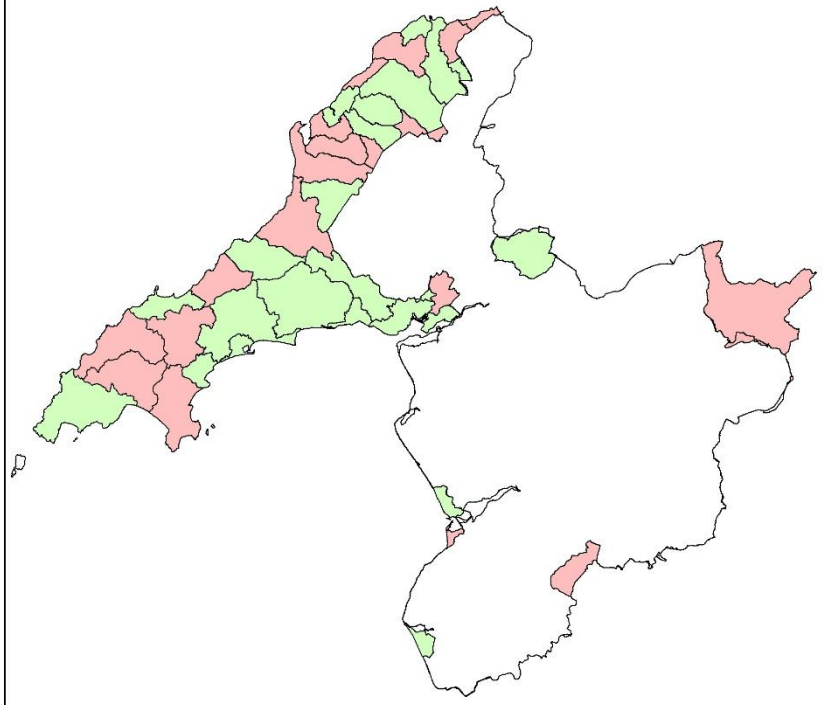
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DOSBARTHIAD CANIATADAU PRESWYL FESUL CYNGHORAU CYMUNED
1 EBRILL 2025 - 31 MAWRTH 2026
DISTRIBUTION OF RESIDENTIAL PREMISSIONS PER COMMUNITY COUNCIL
1 APRIL 2025 - 31 MARCH 2026
Nifer o Ganiatadau Preswyl
Number of Residential Permissions
0
1 - 4
5 - 10
11 - 20
21 - 30
31 - 40
41 - 66


DOSBARTHIAD CANIATADAU PRESWYL FESUL CYNGHORAU CYMUNED
ERS MABWYSIADU'R CYNLLUN - 1 AWST 2017 - 31 MAWRTH 2026
DISTRIBUTION OF RESIDENTIAL PREMISSIONS PER COMMUNITY COUNCIL
SINCE THE PLAN'S ADOPTION -1 AUGUST 2017 - 31 MARCH 2026
Nifer o Ganiatadau Preswyl
Number of Residential Permissions
0
1 - 10
11 - 20
21 - 50
51 - 100
101 - 150
151 - 200
201 - 429
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Cyngor Gwynedd - 100023387

DOSBARTHIAD CANIATADAU PRESWYL FESUL CYNGHORAU CYMUNED
1 EBRILL 2025 - 31 MAWRTH 2026

DISTRIBUTION OF RESIDENTIAL PREMISSIONS PER COMMUNITY COUNCIL
1 APRIL 2025 - 31 MARCH 2026



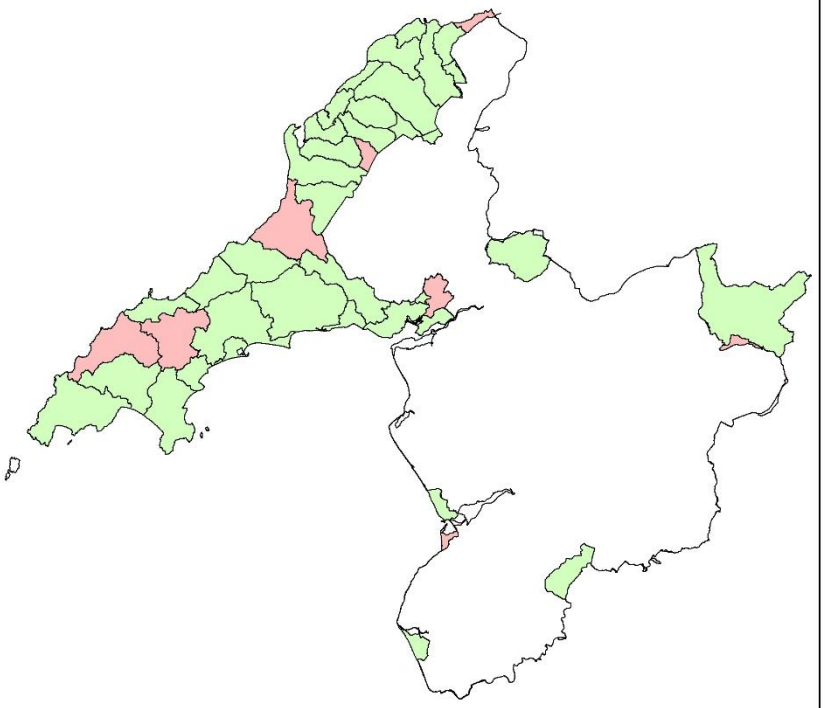
Allwedd / Key

Caniatadau / Permissions

Dim Caniatadau / No Permissions

DOSBARTHIAD CANIATADAU PRESWYL FESUL CYNGHORAU CYMUNED
ERS I'R CYNLLUN CAEL EI FABWYSIADU - 1 AWST 2017 - 31 MAWRTH 2026

DISTRIBUTION OF RESIDENTIAL PERMISSIONS PER COMMUNITY COUNCIL
SINCE THE PLAN'S ADOPTION - 1 AUGUST 2017 - 31 MARCH 2026



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Appendix 3 – The provision of land for housing

Table A1: The timing and phasing of sites with planning permission – Large land bank sites (Gwynedd Planning Authority area)

LPA reference	Settlement tier	Site name	Planning permission reference	Total site capacity	Units remaining	Overall completions	Completions in JLDP period	Under construction	Units beyond the Plan period
4	Sub-regional Centre	30-32, Holyhead Road, Bangor	3/11/722B	8	8	0	0	0	8
1932	Sub-regional Centre	Neuadd Deiniol & Wayside, Holyhead Road, Bangor	C11/0342/11/TC	24	24	0	0	0	24
178	Sub-regional Centre	Coed y Maes (Caeau Briwas), Penrhos, Bangor	3/25/195AB	20	2	18	0	0	2
179	Sub-regional Centre	Land at Y Garnedd, Penrhosgarnedd, Bangor	C06A/0663/25/LL	5	1	4	0	0	1
5105	Sub-regional Centre	Railway Institute, Euston Road, Bangor	C21/0803/11/LL	25	25	0	0	0	25
5200	Sub-regional Centre	Blenheim House, Holyhead Road, Bangor	C20/0669/11/LL	36	36	0	0	0	36
5201	Sub-regional Centre	Maes Berea, Bangor	C18/0365/11/AM	9	9	0	0	0	9
5255	Sub-regional Centre	Plas Llwyd Terrace, Bangor	C07A/0755/11/MG	10	10	0	0	0	10
5305	Sub-regional Centre	Coed Mawr, Bangor	C24/0436/11/LL	10	10	0	0	10	10

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LPA reference	Settlement tier	Site name	Planning permission reference	Total site capacity	Units remaining	Overall completions	Completions in JLDP period	Under construction	Units beyond the Plan period
5273	Sub-regional Centre	290-294 High Street, Bangor	C21/0959/11/LL	24	24	0	0	24	24
5298	Sub-regional Centre	Independent School, Bangor	C24/0074/11/LL	9	9	0	0	0	9
5322	Sub-regional Centre	Halifax, 243-245 High Street, Bangor	C25/0186/11/LL	13	13	0	0	13	13
2206	Urban Service Centre	Part OS 8825, Cae Clyd, Manod, Blaenau Ffestiniog	C14/0248/03/LL	5	5	0	0	0	5
1660	Urban Service Centre	Former Marine Hotel, North Road, Caernarfon	C18/1040/14/LL	15	15	0	0	15	15
5209*	Urban Service Centre	Lleiod Garage, Llanberis Road, Caernarfon	C22/0745/14/LL	21	**SITE COMPLETED**				
2518	Urban Service Centre	Capel Garth, Bank Place, Porthmadog	C16/0761/44/LL	9	9	0	0	9	9
1969	Urban Service Centre	Snowdon Mill, Snowdon Street, Porthmadog	C07D/0707/44/LL	24	24	0	0	24	24
1640	Urban Service Centre	Plot 31, Awel y Grug, Porthmadog	C15/0224/44/LL	10	1	9	0	0	1
4838	Urban Service Centre	Ysgubor Wen land, Pwllheli	C20/0870/45/LL	5	1	4	4	1	1
743	Local Service Centre	Promenad Abermaw	5/51/815B	26	26	0	0	0	26

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LPA reference	Settlement tier	Site name	Planning permission reference	Total site capacity	Units remaining	Overall completions	Completions in JLDP period	Under construction	Units beyond the Plan period
4100	Local Service Centre	Whitehouse Hotel site, Abersoch	C14/1208/39/LL	18	18	0	0	18	18
5249	Local Service Centre	Brig y Nant, Bethesda	C22/0256/13/LL	18	18	0	0	0	18
24	Local Service Centre	OS 8361, 8958, 8650, Bryn Caseg, Bethesda	3/13/130A-E	22	1	21	0	0	1
5269	Local Service Centre	Natwest bank, Bethesda	C23/0969/13/LL	6	6	0	0	0	6
224	Local Service Centre	Gorseddfa Estate, Cricieth	2/15/143A-Z	13	1	12	0	0	1
225	Local Service Centre	Wern y Wylan Estate, Cricieth	C96D/0181/15/CL	9	1	8	0	0	1
5353	Local Service Centre	Land by Glanffynnon Road, Llanrug	C25/0651/23/LL	17	17	0	0	0	17
5198	Local Service Centre	Land near Treddafydd, High Street, Penygroes	C19/1089/22/LL	12	12	0	0	12	12
2495	Local Service Centre	Seion Chapel, Stryd y Plas, Nefyn	C04D/0722/42/LL	7	7	0	0	7	7
285	Local Service Centre	Bro Gwylwyr Estate, Nefyn	C07D/0699/42/LL	35	1	34	1	0	1
3790	Local Service Centre	Tir y Farchnad, Sandilands Road, Tywyn	C13/0102/09/LL	18	18	0	0	18	18

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LPA reference	Settlement tier	Site name	Planning permission reference	Total site capacity	Units remaining	Overall completions	Completions in JLDP period	Under construction	Units beyond the Plan period
76	Service Village	Bro Eglwys, Saron, Bethel	3/18/202J	50	14	36	0	0	14
5177	Service Village	Ebeneser Chapel, High Street, Deiniolen	C19/1194/18/LL	7	7	0	0	0	7
2477	Service Village	Llwyn Bedw Estate, Rachub	C10A/0040/21/MG	13	1	12	8	0	1
3966	Local Village	Plot of land near Hen Gapel, Waunfawr Road, Caeathro	C09A/0412/26/LL	12	12	0	0	0	12
2216	Local Village	Ceir Cwm, Cwm y Glo	C10A/0087/23/LL	8	5	3	3	0	5
5310	Local Village	Land near Talardd, Dinas	C20/1093/24/LL	16	16	0	0	16	16
5171*	Local Village	Land near Maes Llwyd, Llanystumdwy (1)	C21/1091/41/LL	6	**SITE COMPLETED**				
5320	Local Village	Land near Maes Llwyd, Llanystumdwy (2)	C25/0204/41/LL	5	5	0	0	0	5
5351	Local Village	Land near Llys yr Eifl, Trefor	C25/0824/37/LL	15	15	0	0	0	15
5274	Coastal / Rural Village	Bodernabwy, Aberdaron	C24/0011/30/AM	5	5	0	0	0	5
5343	Coastal / Rural Village	Land opposite Deunant, Aberdaron	C25/0418/30/LL	8	8	0	0	8	8
1669	Coastal / Rural Village	Plots 15-23 Heol Seithendre, Fairbourne	C04M/0072/01/LL	9	5	4	0	0	5
5290	Coastal / Rural Village	Maes Twnti land, Morfa Nefyn	C24/0689/42/LL	9	9	0	0	0	9

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LPA reference	Settlement tier	Site name	Planning permission reference	Total site capacity	Units remaining	Overall completions	Completions in JLDP period	Under construction	Units beyond the Plan period
2517	Coastal / Rural Village	Opposite Halfway House, Y Felinheli	C09A/0424/20/LL	7	7	0	0	0	7
1730	Coastal / Rural Village	Plas Dinorwig Hotel, Y Felinheli	C05A/0152/20/LL	8	8	0	0	0	8
1428	Coastal / Rural Village	Harbwr, Y Felinheli	C05A/0750/20/LL	22	3	19	0	0	3
5256*	Coastal / Rural Village	Land near Y Wern, Y Felinheli	C23/0772/20/LL	23	**SITE COMPLETED**				
2428	Cluster	OS 3910, Near St Engan Church, Llanengan	C11/1186/39/MG	6	1	5	5	1	1 4
TOTAL				**712**	**473**	**189**	**21**	**176**	**465**

*Site completed during 2025/26

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Table A2: The timing and phasing of housing allocations (Gwynedd Planning Authority area only)

LPA reference	Settlement tier	Allocated site number	Allocated site name	Total site capacity*	Time lag to construction start in months	Completions	Completions in JLDP period	Under construction	Units beyond the Plan period
3944	Sub-regional Centre	T1	Goetra Uchaf, Bangor	**SITE COMPLETED**					
4591	Sub-regional Centre	T2	Former Friars School Playing Field, Bangor	43					43
4225	Sub-regional Centre	T3	Former Jewsons site, Bangor	17					17
4592	Sub-regional Centre	T4	Land opposite the Crematorium, Bangor	48	Planning permission C25/0686/11/LL	0	0	0	48
4596	Urban Service Centre	T23	Former Playing Fields, Blaenau Ffestiniog	95					95
4597	Urban Service Centre	T24	Land at Congl y Wal, Blaenau Ffestiniog	60					60
4443	Urban Service Centre	T25	Former Hendre School, Caernarfon	**SITE COMPLETED**					
1373	Urban Service Centre	T26	To the rear of Maes Gwynedd, Caernarfon	29					29
1372	Urban Service Centre	T27	Cae Phillips Road, Caernarfon	**SITE COMPLETED**					

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LPA reference	Settlement tier	Allocated site number	Allocated site name	Total site capacity*	Time lag to construction start in months	Completions	Completions in JLDP period	Under construction	Units beyond the Plan period
5336	Urban Service Centre	T28	Land near Caernarfon Road, Pwllheli (Eastern plot) (It is noted that a supermarket has been built on part of allocation T28)	26	Planning permission C23/0673/45/AM	0	0	0	26
5337	Urban Service Centre	T28	Land near Caernarfon Road, Pwllheli (Western plot) (It is noted that a supermarket has been built on part of allocation T28)	12	Planning permission C23/0671/45/AM	0	0	0	12
1400	Urban Service Centre	T29	Cae Deiniol, Pwllheli	14	Planning permission C21/0111/45/LL	12	12	2	2
1399	Urban Service Centre	T30	Former Hockey Field, Pwllheli	14	Planning permission C18/1198/45/AM	0	0	14	14
2205	Canolfan Gwasanaeth Lleol	T41	Land near North	23	Planning permission C21/1136/35/LL	20	20	3	3

LPA reference	Settlement tier	Allocated site number	Allocated site name	Total site capacity*	Time lag to construction start in months	Completions	Completions in JLDP period	Under construction	Units beyond the Plan period
			Terrace, Criccieth						
1374	Local Service Centre	T42	Land near Victoria Hotel, Llanberis	16					16
2790	Local Service Centre	T43	Land near Tŷ Du Road, Llanberis	**SITE COMPLETED**					
3602	Local Service Centre	T44	Church Field, Llanrug	10	Planning permission C18/0942/23/LL & C23/0033/23/LL	9	9	0	1
2567	Local Service Centre	T45	Land near Rhythallt Road, Llanrug	**SITE COMPLETED**					
4603	Local Service Centre	T46	Land near Helyg, Nefyn	14	Planning permission C24/1119/42/LL	0	0	14	14
3832	Local Service Centre	T47	Former Allotments, Nefyn	**SITE COMPLETED**					
1405	Local Service Centre	T48	Canol Cae, Penrhyndeud raeth	**SITE COMPLETED**					
4604	Local Service Centre	T49	Land near Former Bron Garth Hospital, Penrhyndeud raeth	46					46
4605	Local Service Centre	T50	Land near Canol Cae, Penrhyndeud raeth	31					31

LPA reference	Settlement tier	Allocated site number	Allocated site name	Total site capacity*	Time lag to construction start in months	Completions	Completions in JLDP period	Under construction	Units beyond the Plan period
1379	Local Service Centre	T51 (rhan)	Land near Maes Dulyn, Penygroes Permission C20/0942/22/LL (5064) on part of the site - Number of units based on the area of the site remaining	15					15
5064	Local Service Centre	T51 (rhan)	Land near Maes Dulyn, Penygroes	**SITE COMPLETED**					
2142	Local Service Centre	T52	Sŵn y Tonnau, Tywyn	41	Planning permission C06M/0069/09/LL	32	23	0	9
667	Local Service Centre	T53	Garreglwyd, Tywyn	23	Planning permission 5/79/134	11	2	0	12
4598	Pentref Gwasanaeth	T57	Land opposite Cremlyn Estate, Bethel	**SITE COMPLETED**					
4599	Pentref Gwasanaeth	T58	Land opposite Rhoslan Estate, Bethel	7	Planning permission C18/0545/18/MG	6	6	1	1

LPA reference	Settlement tier	Allocated site number	Allocated site name	Total site capacity*	Time lag to construction start in months	Completions	Completions in JLDP period	Under construction	Units beyond the Plan period
2478	Pentref Gwasanaeth	T59	Land near Glanrafon Estate, Bontnewydd	**SITE COMPLETED**					
4593	Pentref Gwasanaeth	T60	Land near Pont Glan Beuno, Bontnewydd	10					10
4594	Pentref Gwasanaeth	T61	Land near Cefn Capel, Botwnnog	18	Planning permission C24/0205/32/LL				18
4595	Pentref Gwasanaeth	T62	Land near Pentre, Botwnnog	11					11
4125	Pentref Gwasanaeth	T63	Land to rear of Madryn Arms, Chwilog	**SITE COMPLETED**					
1364	Pentref Gwasanaeth	T64	Land near Cae Capel, Chwilog	20					20
3959	Pentref Gwasanaeth	T65	Land near Pentre Helen, Deiniolen	27	Planning permission C09A/0396/18/AM	0	0	0	27
4600	Pentref Gwasanaeth	T66	Land near Maes Bleddyn, Rachub	**SITE COMPLETED**					
4601	Pentref Gwasanaeth	T67	Land near Tyn Lôn, Y Ffor	18					18
4602	Pentref Gwasanaeth	T68	Land near the School, Y Ffor	10					10
2214	Pentref Gwasanaeth	T69	Land near Bro Gwystil, Y Ffor	**SITE COMPLETED**					
TOTAL						**90**	**72**	**34**	**608**

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*	For sites with planning permission, the figure indicates the number of units that have been permitted.
	Completed
	Extant planning permission (not yet completed)

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APPENDIX 2

PLANNING POLICY WORKING GROUP – 16 September 2026

5. ANNUAL MONITORING REPORT (AMR) 8

The Working Group began with a presentation by Cyngor Gwynedd's Planning Policy Team Leader on the indicators of Annual Monitoring Report (AMR) 8, the final AMR under the current Joint Local Development Plan. It was highlighted that all indicators were based on sound evidence and that the data presented contained factual figures. An overview of the AMR was given, explaining that the conclusions derived from the monitoring carried out annually by the planning policy service. It was explained that the purpose of the report was to assess the effectiveness of the Joint Local Development Plan's strategy and policy framework. The Working Group also received clarification of how indicators were assessed and scored against the success criteria associated with the Plan's policies. The main findings were shared with the members, highlighting the relevant percentages and data collected in the preparation of AMR 8. Concluding the presentation, the officer noted that the findings of AMR 8, together with the previous monitoring reports, would provide valuable evidence to inform the preparation of the new Local Development Plan.

Matters raised

1. The need to compare the findings of the current AMR with those of previous years in a more consistent manner was highlighted, to identify the indicators and issues that required more attention or consideration. Clarification was also sought regarding the next steps and the main risks identified. In addition, it was asked whether the results of some of the AMR's indicators were over-reliant on the increase of large development sites, especially those containing five or more units.

2. A member suggested that the current position of the AMR and the LDP should be considered in a more realistic manner. It was noted that it should be recognised that the targets set for job and population growth had not been achieved in line with the expectations of the Joint Local Development Plan. Reference was also made to the outcomes of planning appeals, noting that the AMR could submit a rejected appeal as a negative result. However, it was suggested that some of these results could reflect flaws or incorrect assumptions within the Plan itself, rather than a failure in the decision-making process. The Wylfa project was used as an example of an external factor that had a significant impact on the delivery of the Plan's objectives and the performance of several indicators within the AMR. It was emphasised that the report should pay more attention to the external factors and wider circumstances that had influenced the results, to provide a more complete picture of the reasons for any failures or lack of progress against the targets.

3. A member supported the above points and asked for further clarification regarding the AMR's D19 indicator, which relates to new developments on brownfield sites. In

particular, it was asked why the status of the indicator had been indicated in orange considering that the Report indicated that the information was unavailable. It is not possible to say one way or the other, i.e. it is possible that the indicator was delivering, but that no information is available.

4. A member began by referring to the work of the Council's Education Department, noting their positive impression of their ability to forecast future pupil numbers and assess the need for additional school places over a period of time. They then moved to discuss the status and level of available jobs, noting that the number of posts had been lower than anticipated in the Plan. It has been suggested that this, as a result, has reduced the need for new residential units. Following this, the member asked what the status of the Plan would be after January 2027. While he acknowledged the response given, he expressed that the situation could mean that there was more flexibility to ignore the Plan's policies in future decision-making.

5. The member shared the conflict in the Planning Committee regarding the Welsh language, and it was believed that strengthening the supplementary planning guidance (SPG) on the Welsh language would help resolve the conflict. The need to strengthen the SPG's position was highlighted specifically on lands allocated for housing. The importance of recognising the mistakes or failures of an indicator or policy was also shared and to base housing developments on failed targets, Wylfa was used as an example of the reduction in population.

6. The member highlighted that the indicators from the AMR were purely factual and statutory and that the results of the indicators cannot change. A challenge was made regarding Section 106 and its impact on local affordable housing. The situation relating to the staff of the planning policy department was also recognised, and a proposal was made to accept AMR 8.

7. The member agreed with the comments made regarding the AMR, also referring to the challenges related to capacity and resources within the Planning Policy team. The member went on to discuss the impact of the Wylfa project on employment in the area, noting that failure to realise the anticipated employment levels had direct implications on housing demand. However, it was highlighted that a higher percentage of affordable housing units had been provided than anticipated, reflecting and supporting the Council's strategic objectives. The member also asked if any consideration had been given to policies relating to the density of residential developments in preparing the new Local Development Plan. In response, it was noted that it was likely that density levels would need to be reconsidered and reduced in some cases to ensure that they were in line with national requirements and policies, particularly in relation to drainage.

8. A Member noted that failures/inadequacies of indicators and the monitoring framework should be highlighted when presenting the report to the Welsh Government.

Responses

1. The officer explained that the performance and success of the indicators vary from year to year, depending on a number of external and local factors. In emphasising the importance of the AMR as a source of evidence for informing the new Local Development Plan, it was noted that the targets for the provision of affordable housing were being met, and that more exception sites had been developed during the AMR 8 period than in any previous monitoring period under the current Plan. The importance of giving close consideration to housing and Welsh language matters when preparing the new Plan was also highlighted. It was noted that the outcomes of the indicators could vary significantly from year to year, and that officers were limited to reporting on the data and applications received during the relevant monitoring period. Another officer added that the findings of the previous Annual Monitoring Reports needed to be reviewed to identify those areas that needed to be updated or reconsidered within the new LDP. It was emphasised that a wide range of matters would need to be addressed during the preparation of the Plan. It was further noted that there was a need to continue to pay close attention to the national policy framework, and it was confirmed that a report would be submitted to the Planning Committee to highlight these matters in more detail. Finally, it was recognised that certain risks could arise during the period between the end of the existing Local Development Plan and the adoption of a new Plan, particularly in relation to planning appeals and the pressures that may arise from the absence of a current development plan.

2. It was highlighted that planning policies were designed for unforeseen circumstances of what could happen and it was also noted that it was the flexibility of the policies that was important to deal with unforeseen issues. The officer shared that the AMR's indicators were the subject of frequent discussion between officers.

3. The officer noted that there was currently no clear method of monitoring or measuring the success of this indicator. As a result, it was considered that the indicator needed to be reviewed and strengthened to ensure that it provided a more robust basis for monitoring performance in moving forward with the new LDP. Proposed to add text to the AMR that highlighted what had been raised by the member.

4. In response, it was clarified that the status of the Plan would continue as a material planning consideration, and therefore the Council would not be able to completely ignore it when making planning decisions. Reference was also made to the member's earlier point regarding the Education Department, noting that the Department was being consulted on relevant planning applications for housing developments and had contributed to the preparation of the existing LDP as well as the new Plan under development. It was further emphasised that the status of the Plan after January 2027 would continue as a material planning consideration, and that planning officers and the Council would not ignore it when assessing applications. It was also noted that a report would be submitted to the Planning Committee which would explain the situation and the implications in more detail. It was shared that the main consideration in decision-making would be the development plan in place at the time, noting that the policies of

the current Plan remained consistent with the direction and requirements of the national planning framework.

5. Acknowledge the point raised. LDP circumstances are subject to change, and the statutory process will be there to deal with the changes faced.

6. Note the observation.

7. Agree that policies for meeting density will need to be revisited to comply with changes in legislation and to make the best use of land. Concerns that targets were not being met in the context of the LDP were shared while noting that issues, e.g. topography could affect the circumstances of applications and developments.

8. The officer noted that the impact of not realising the Wylfa project had been acknowledged and reflected within the relevant monitoring work. The officer also explained that the Local Development Plan had demonstrated its ability to respond to unexpected circumstances and changes, citing the success of the affordable housing provision as an example of this.

CYNGOR GWYNEDD CABINET

Date of meeting:	13 October 2026
Cabinet Member:	Cllr Huw Wyn Jones – Cabinet Member for Finance
Contact Officer:	Dafydd Gibbard - Chief Executive and Ffion Mai Jones - Senior Executive Manager
Title of Item:	Capital Strategy

Report to a meeting of the Cyngor Gwynedd Cabinet

1. **THE DECISION SOUGHT**

1.1. The Cabinet is requested to approve:

- funding of £1.49M for the funding gap of the North Promenade flood prevention project in Barmouth;
- funding of £583k for the funding gap for the Ysgol Bontnewydd project;
- the provision of £6.86M for the next phase of the rolling Sustainable Schools programme;
- the provision of £4.11M for the next phase of the rolling Sustainable Schools programme and respond to traffic risks on Secondary School sites;
- the delegation of the right to agree on the exact division of the £4.11M between secondary school improvement and traffic risk response to the Chief Executive, in consultation with the Cabinet Member for Education, the Head of Education and the Head of Finance following the completion of further work;
- to de-commit £3.5M from the Council's existing asset plan to release to contribute to the resources available to fund the above.

1.2. The Cabinet is requested to confirm commitments already approved for the cost increases of Ysgol Tryfan (16 December 2025 Cabinet) and the Trawsfynydd innovation centre (10 February 2026).

2. **THE REASON FOR THE NEED FOR A DECISION**

2.1. Since the Council adopted its Asset Plan in July 2024, capital funding in excess of what has been included in the Local Government settlement has been received and a decision is required on its allocation.

3. THE RATIONALE AND JUSTIFICATION FOR RECOMMENDING THE DECISION

3.1. At its meeting on 11 July 2024, the Full Council adopted its Asset Plan for the 2024-2034 period. Microsoft Word - Asset Plan 2024-34 v2.docx

3.2. When setting the plan, the likely capital resources that would be available for the ten-year period (£88.2M) were assumed and of all the plans put forward by departments, those plans that would be able to be delivered within the available resources were prioritised.

3.3. The prioritisation process resulted in a number of schemes that could not be included, and there was also an acknowledgement that schemes would arise during the ten-year period that were not mature at the time the plan was prepared.

3.4. To this end, there was a need for the Plan to be live and flexible.

3.5. The resources situation has changed somewhat since the plan was approved and there is a need to consider what adjustments are therefore needed to the Plan.

3.6. It was stated in the Asset Plan 2024-2034 that spending needs to be met by the Asset Plan would be split into three groups:

Part A: Schemes that can be delivered within the resources phase we have.

Part B: Schemes that will have to be met through another method.

Part C: Schemes that will need to wait to see if we can add to the capital resources we will have before it can be confirmed to what extent we can deliver them.

3.7. When preparing the plan, we were also aware that unforeseeable plans would arise during the ten-year period and therefore, £500k a year was set aside to meet those requirements. This was a smaller amount as it was assumed that they would be small schemes and that larger amounts would have to be coped with by considering those individual schemes and how to fund them.

3.8. Smaller schemes are considered annually through capital grants from Departments, and approved through the report of the Head of Finance on the Budget.

3.9. However, there are other, more substantial plans that need consideration. In addition, it was stated within the Asset Plan 2024-2034 that it was intended that if further resources became available we would prioritise the schemes that could not be approved at the time in part C, specifically the sustainable school rolling programme schemes and provide a budget for the maintenance of Council buildings. This has been included in the Full Council's decision when adopting the Asset Plan and the right has been delegated to the Cabinet to deal with these matters.

3.10. It is therefore appropriate for the Cabinet to review the current Plan to try and meet the above, with the new resources that have accumulated since 2024.

New Capital Resources Available

3.11. Since the approval of the original plan in 2024, we have received various grants where they could be used rather than using the Asset Plan resources, which include.

3.12. Capital receipts have also led to an increase in available resources.

3.13. In addition to this, there is one project where we have not continued as a partner to the development with the Health Board and housing association continuing with a much smaller scale scheme omitting the needs of several partners including the Council, namely the Health and Care Hub - Canolfan Lleu.

3.14. While we know that the needs and demography of the population are likely to lead to the need for developments in care, there are currently no plans that are sufficiently mature to include them and therefore, it is recommended that the £3.5M capital resources earmarked for the scheme be de-committed. Any future plans and needs would be considered in a full review of the Asset Plan in 2029.

3.15. With that in mind, the resources that were allocated for this project will become available for the new needs that have been introduced.

3.16. Considering all of this, there is a total of £16M available for the Cabinet to consider how they want to use it to meet the capital spending needs across the Council.

Capital Expenditure Needs

Schemes that could not be funded at the time of drawing up the Asset Plan in 2024

3.17. At the time of drawing up the Asset Plan in 2024, there were two issues that could not be addressed, namely Building Maintenance and the next phase of the rolling programme of sustainable communities schools.

3.18. There has been an addition to the core Maintenance budget when setting the 2026-27 budget and this original application has therefore been resolved outside the Asset Plan system and will not receive further comment here at this time.

3.19. The next phase of the Welsh Government's Sustainable Learning Communities Programme is over a nine-year period, therefore if an application will need to be made for the 65% Government grant the Council was required to submit an Outline Strategic Programme for the next phase of capital funding. It was not possible to commit to match funding when drawing up the asset plan two years ago and therefore, there was an opportunity to do so in this review. Specific elements are detailed in 3.24 below.

Meet the cost increases of projects already within the Asset Plan

3.20. Strengthening the provision of Welsh Secondary Education in Bangor – Ysgol Tryfan.

One of the projects of the current Asset Plan is to strengthen the provision of Welsh Secondary Education in Bangor with £5.2M already earmarked as match funding (35%) to attract a Welsh Government grant. Furthermore, the department has identified a source of borrowing for an additional £1.1M. Due to an increase in project costs, the Cabinet has already committed an

additional £1.96M for this project.

3.21. North Promenade, Barmouth.

When this scheme was first considered, a 15% contribution towards high-level costs of around £23M was requested for flood prevention works on North Promenade in Barmouth, where over 700 homes are at risk of coastal flooding. Following work to develop the scheme, the likely cost appears to be much higher and closer to £35M. While this work is ongoing and the exact figure is not final, we need to prepare for costs significantly higher than the original £23M. As the cost is not final, we should be trying to earmark a contribution towards a scheme of around £35M, which is £5.25M. As there is already £3.76M in the Asset Plan, a further £1.49M needs to be earmarked in this review.

Meeting issues that have already been assumed over the past year that they will be funded from the Asset Plan

3.22. Ysgol Bontnewydd

The Welsh Government announced an investment of £15M (100% funded grant) for the construction of an innovative and eco-friendly new school for Ysgol Bontnewydd. The cost of the scheme has now risen to £17.67M, which is higher than what was agreed and the total amount the Government is able to fund.

Gwynedd needs to contribute £583,000 to be able to proceed, which is 35% of the additional cost. Several technical factors have led to an increase in cost, including inflation over a longer time than originally expected. The creation of the "temporary" school to move the children has also been more costly than expected.

The funding offer is still a great opportunity, with the Government continuing to fund 97% of the cost and Gwynedd contributing 3%.

3.23. Trawsfynydd Innovation Centre

The Trawsfynydd Innovation Centre Scheme is a strategic opportunity for Cyngor Gwynedd to support economic regeneration in the Meirionnydd area by developing the Trawsfynydd visitor centre site as a centre for innovation, training and high-value jobs for the future. The Scheme aligns with the Council's priorities of creating local employment opportunities, retaining skills within the county and taking advantage of the economic potential of the Trawsfynydd site. To enable the project to move forward and attract significant external grant funding, the Cabinet has already committed £1M match funding at its meeting on 10 February 2026 of additional resources.

Requests for additional resource

3.24. Sustainable Communities Schools Rolling Programme

3.24.1. At present, following the completion of the Phase B projects of the 21st Century Schools Programme and the development of Ysgol Bontnewydd, there are no additional capital resources committed to enable significant investment in our schools' estate into the future. A new Schools Strategy was adopted by the Cabinet on 10 February 2026 and whilst discussions about strategic investment priorities and needs continue, it is

anticipated that a reorganisation and modernisation plan would need to secure a budget of around £6.86M as 35% match funding to attract a Welsh Government grant of 65%. Further discussions will be held with you as Cabinet members about the details of the programme and prioritisation over the next phase.

3.24.2. It is also recommended that an amount be earmarked within the available resources to enable the Education Department to proceed with strategic development work on options to respond to known challenges within the schools' estate. This does not currently commit the Council to any individual plan, but will enable further work to assess needs, develop options, consider external funding opportunities and present a more complete business case to the Cabinet before making any specific implementation decisions. When introducing high-level costs for such a scheme, the department has applied for £6.17M.

3.24.3. We also know that matters relating to traffic on educational sites are challenging and currently receiving attention from the department. Capital funding will need to be secured if a plan is to be realised, and the department has applied for £1.7M to this end.

4. Conclusions

4.1. The above demand for additional capital resources can be summarised as follows:

Project	**Additional amount**	**External contributions**
Ysgol Tryfan, Bangor – cost increase – 35% match funding to attract grant **Decision already assumed by the Cabinet on 16/12/25**	£1.96M	£3.64M
North Promenade, Barmouth – increase in costs – 15% match funding to attract a grant **A project already within the Asset Plan.**	£1.49M	£8.45M
Ysgol Bontnewydd – a 35% contribution towards cost increases – a development that was paid for with a Welsh Government grant.	£583k	£16.1M
Trawsfynydd Innovation Centre – Cyngor Gwynedd's contribution to attract a grant. **Decision already assumed by the Cabinet on 10/02/26**	£1M	Attract £18.45M from various funding sources

Sustainable Communities Learning Programme – 35% match funding to attract a grant	£6.86M	£12.74M
Sustainable Communities Learning Programme Project - 35% match funding to attract a grant	£6.17M	£11.74M
Responding to school traffic challenges	£1.7M	-
TOTAL	**£19.76M**	

4.2. Given that there is currently £16M of additional resource available, it is not possible to fund everything and therefore, there will be a need to prioritise.

4.3. The increase in the cost of schemes already in the Asset Plan means that a further £3.45M will need to be committed in order to realise them. In the case of Ysgol Tryfan, the Cabinet has already committed that funding.

4.4. An assumption has already been made for Ysgol Bontnewydd and Trawsfynydd Science Park at a cost of £1.58M.

4.5. This leaves £10.97M uncommitted to meet spending needs of £14.73M in Education, which is £3.76M short of the funding needed.

4.6. Given the individual schemes above, relevant risks and the Council's strategic priorities, it is recommended that the full cost of a priority scheme should be met in the next phase of the rolling Sustainable Schools programme (£6.86M) as it would not be sensible to try to partially meet the scheme.

4.7. That leaves £4.11M remaining for a second scheme in the sustainable communities schools rolling programme and to respond to school traffic risks. Further work is needed to calculate the exact costs of this work, and in the case of the traffic risks there is a need for a better understanding of the actual risks and the alternative options to address them. It is therefore recommended that the final prioritisation is carried out after further work has been undertaken and that the right to agree the exact allocation is delegated to the Chief Executive in consultation with the Cabinet Member for Education, the Head of Education and the Head of Finance.

4.8. It must be accepted that we will not be able to fund all of the above requirements as we do not have the capital resources. However, Members should be aware that the Council receives annual grants from the Government towards the condition of education buildings. While there is no guarantee of this grant, and it is not a constant figure either, we can be confident that new amounts will arrive annually. Therefore, consideration may be given to adding this grant money towards attempting to carry out the secondary work and traffic risks.

4.9. The final recommendation in terms of the allocation of the additional capital of £16M can be summarised as follows:

Cost increases for schemes already in the Asset Plan	£3.45M
Assumption already made	£1.58M
Next phase of the rolling Sustainable Schools programme	£6.86M
Further project within the rolling Sustainable Schools programme and responding to Schools traffic risks	£4.11M

5. STATUTORY OFFICERS COMMENTS

Head of Finance

"I can confirm that accountants from the Finance Department have collaborated with the author to prepare financial aspects of this report and I support the decision sought."

Monitoring Officer

"It is appropriate for the Cabinet to review the capital programme to respond to changes and to additional or differing requirements that have arisen since the programme was approved."

CYNGOR GWYNEDD – Report to Cyngor Gwynedd Cabinet

Item title:	Capital Programme 2026/27 – End of August Review (31 August 2026 position)
Aelod Cabinet:	Councillor Huw Wyn Jones, Finance Cabinet Member
Relevant Officer:	Ffion Madog Evans, Assistant Head of Finance – Accountancy and Pensions
Meeting date:	13 October 2026

1. **Resolution Sought:**
   - To accept the report on the end-of-August review (31 August 2026 position) of the capital programme.
   - Approve the revision to the Capital Budget approved on 5 March 2026 from the programme's financing perspective (as shown in part 3.2.3 of the report), that is:
     - an increase of £846,000 in the use of borrowing
     - an increase of £64,980,000 in the use of grants and contributions
     - an increase of £5,000 in the use of capital receipts
     - an increase of £673,000 in the use of revenue contributions
     - a decrease of £350,000 in the use of the capital reserve
     - an increase of £13,329,000 in the use of renewal and other reserves.

2. **The reason why Cabinet needs to make the decision:**

   It is the Cabinet's responsibility to act, as necessary, to secure appropriate control over the Council's budgets. It is necessary to ensure appropriate financing arrangements for the Council's plans to spend on capital. The Cabinet has the authority to adapt the capital programme. Approval is sought for the proposed programme (part 3.2.2) and financing (part 3.2.3).

   These are recommended steps to ensure definite sources of funding for the 2026/27 – 2028/29 capital schemes.

3. **Introduction and Rationale**

   3.1 Background/ Introduction

   This technical report is presented as part of the 2026/27 budget review. The main purpose of the report is to present the revised capital programme, and to approve the relevant

financing sources. There is a summary in parts 3.2.2 and 3.2.3 of the report (rationale and justification for recommending the decision) as follows:

- Part 3.2.1: Main Findings
- Part 3.2.2: Analysis by Department of the £175.715m capital programme for the 3 years 2026/27 – 2028/29.
- Part 3.2.3: The sources of finance for the net increase of approximately £79.483m since the opening budget.
- Part 3.2.4: Detail of additional grants since the opening budget.
- Part 3.2.5: Analysis of the capital prudential indicators.

Incorporating funding via grant is a point of order for the Cabinet, but it is also necessary to deal with situations where there has been a change in expenditure profiles between years and the value of capital receipts and contributions.

These are technical issues regarding the financing of schemes and relevant implications and debates have already been addressed when the individual schemes were adopted.

3.2 Rationale of, and introduction to, the recommended decision

3.2.1 Main Findings

The main findings that arise from the revised position are:

• Clear plans are in place to invest approximately £123.5m in 2026/27 on capital projects, with £72.1m (58%) of it being financed by attracting specific grants.

• An additional £12.0m of proposed expenditure has been re-profiled from 2026/27 to 2027/28 and 2028/29, but no loss of funding was caused to the Council where schemes have slipped.

3.2.2 Capital Programme 2026/27 to 2028/29

See below the revised capital programme at the end of August 2026, with the revised proposed revised position for the subsequent years:

DEPARTMENT	END OF AUGUST REVIEW				Increase/(Decrease) since the Budget	Re-profiling Adjustment	Increase/(Decrease) since the Budget less Slippages
	2026/27 £000	2027/28 £000	2028/29 £000	Total £000	£000	£000	£000
Education	21,291	16,674	3,223	41,188	**27,338**	6,421	**20,917**
Environment	11,249	827	1,759	13,835	**6,924**	906	**6,018**
Corporate Services	912	1,249	976	3,137	**(41)**	(41)	**-**
Finance	14	-	-	14	**-**	-	**-**
Economy and Community	52,531	5,053	2,226	59,810	**45,099**	5,563	**39,536**
Housing and Property	20,454	4,972	4,154	29,580	**15,959**	3,639	**12,320**
Adults, Health and Wellbeing	4,798	-	-	4,798	**2,098**	2,026	**72**
Children and Supporting Families	1,078	700	-	1,778	**314**	250	**64**
Highways, Engineering and Consultancy	11,129	6,904	2,542	20,575	**3,763**	3,207	**556**
Corffforaethol	-	500	500	1,000	**-**	-	**-**
TOTAL	**123,456**	**36,879**	**15,380**	**175,715**	**101,454**	**21,971**	**79,483**

3.2.3 Changes to the Sources of Finance

The budget for the three-year programme shows an increase of £101.454m since the opening budget position where £21.971m originates from the re-profiling at the end of the previous year and £79.483m from new financing. The proposed sources of financing for this are noted below:

DEPARTMENT	END OF AUGUST REVIEW				Increase/(Decrease) since Budget	Re-profiling Adjustment	Increase/(Decrease) since the Budget less Slippages
	2026/27 £000	2027/28 £000	2028/29 £000	Total £000	£000	£000	£000
Supported Borrowing	4,063	4,063	4,063	12,189	**-**	-	**-**
Other Borrowing	6,923	-	792	7,715	**2,306**	1,460	**846**
Grants and Contributions	77,372	17,527	4,808	99,707	**74,926**	9,946	**64,980**
Capital Receipts	164	-	-	164	**164**	159	**5**
Departmental and Corporate Revenue	1,856	-	-	1,856	**693**	20	**673**
Capital Fund	11,553	10,792	969	23,314	**10,218**	10,568	**(350)**
Renewal and Other Funds	21,525	4,497	4,748	30,770	**13,147**	(182)	**13,329**
TOTAL	**123,456**	**36,879**	**15,380**	**175,715**	**101,454**	**21,971**	**79,483**

3.2.4 Additional Grants

Since setting the original budget, the Council succeeded in attracting additional grants totalling £66.509m, the largest of which are listed below. Several additional adjustments, including reductions on schemes that were below the original objective or withdrawals of grants, bring the total movement to £64.980m (see Appendix 1 for more details):

- £24.325m New Local Growth Fund Grant from the UK Government - amount paid to Cyngor Gwynedd to be distributed across north Wales counties
- £16.365m Part of the Sustainable Schools Challenge Grant and the Childcare Grant towards Ysgol Bontnewydd

- £11.648m Shared Prosperity Fund Grant from the UK Government – Cyngor Gwynedd is paid an amount to be distributed across the counties of north Wales
- £4.260m Active Travel Fund (ATF) and Safe Routes in Communities (SRiC) grants from Welsh Government - a number of different schemes
- £2,840m Additional Schools' Repairs and Maintenance Grant 2026/27
- £2,091m Transforming Towns Grant from Welsh Government - regeneration plans
- £1,656m Sustainable Communities for Learning Grant – various schemes

3.2.5 Capital Prudential Indicators

The CIPFA Prudential Code notes the need to report on the Prudential Indicators (see Appendix 4 for more information).

3.3 Next steps

To implement the recommendations to finance the programme.

4. Statutory Officers' Comments

4.1 Chief Finance Officer

I have collaborated with the Cabinet Member in the preparation of this report and I confirm the content.

4.2 Monitoring Officer

No observations in relation to propriety.

Attachment List:

Appendix 1 - Details of Main Changes

Appendix 2 - Details of Budget Re-Profiling

Appendix 3 - Capital Expenditure First 5 months 2026/27

Appendix 4 – Capital Prudential Indicators 2026/27

Background Documents List:

Budget 2026/2027 : Annual budgets - Cyngor Gwynedd

Capital Strategy 2026/27 : Full Council 05/03/26: Agenda for The Council on Thursday, 5th March, 2026, 1.30 pm

Item 8 - Capital Strategy 2026-27.pdf

APPENDIX 1

Details of Main Changes

See below the relevant schemes that have caused the main changes to the sources of finance since the original budget:

	2026/27 £'000	2027/28-2028/29 £'000
Other Borrowing		
• Renewal of Vehicles and Equipment by borrowing *(Highways, Engineering and Consultancy; Environment Departments).*	846	
Grants and Contributions		
• Additional Schools' Repairs and Maintenance Grant 2026/27 *(Education Department).*	2,840	
• Part of the Sustainable Schools Challenge Grant and the Childcare Grant towards Ysgol Bontnewydd *(Education Department).*	5,822	10,543
• Sustainable Communities for Learning Grant – adaptation and addition of various schemes *(Education Department).*	1,656	
• Local Growth Fund grant from the Welsh Government towards Industrial Units *(Economy and Community Department).*	815	
• Transforming Towns Grant from Welsh Government towards regeneration schemes *(Economy and Community Department).*	2,091	
• Placemaking Grant from the Welsh Government towards regeneration schemes *(Economy and Community Department).*	510	
• Shared Prosperity Fund Grant from the UK Government - an amount is paid to Cyngor Gwynedd to be distributed across north Wales counties *(Economy and Community Department).*	11,648	
• Adjustment to the grant from the Sports Council towards synthetic pitches *(Economy and Community Department).*	(223)	

• New Local Growth Fund Grant from the UK Government - an amount is paid to Cyngor Gwynedd to be distributed across north Wales counties *(Economy and Community Department).*	24,325
• Sport Wales Grant towards Penllyn Leisure Centre *(Economy and Community Department).*	96
• Section 106, Planning Act contribution towards a care plan at Ysgol Bro Lleu *(Children and Family Support Department).*	65
• Road Safety Grant from the Welsh Government *(Environment Department).*	300
• Grants from the Active Travel Fund (ATF) and Safe Routes in Communities (SRiC) from Welsh Government towards a number of different schemes *(Environment Department).*	4,260
• Grant from Natural Resources Wales towards the Coastal Path *(Environment Department).*	156
• Welsh Government Access Improvement Grant towards rural schemes *(Environment Department).*	146
• A grant from the Welsh Government towards public electric vehicle charging points *(Environment Department).*	100
• Enable Grant from the Welsh Government to provide support for independent living *(Housing and Property Department).*	360
• Contribution towards housing repair and renovation loans *(Housing and Property Department).*	100
• Adjustment to the Welsh Energy Grant - Welsh Government has withdrawn from the scheme at Plas Ogwen *(Housing and Property Department).*	(1,328)
• Low Carbon Grant from the Welsh Government towards schemes at Plas Silyn and Plas Ffrancon *(Housing and Property Department).*	676

Departmental and Corporate Revenue		
• Adjustments to revenue contributions towards various schemes *(Education; Environment; Housing and Property Departments).*	129	
• Revenue contributions towards the Caernarfon Library scheme *(Economy and Community; Housing and Property Departments).*	250	
• Revenue contributions towards various schemes *(Economy and Community Department).*	293	
Capital Fund		
• Adjustment to the Bangor Health and Wellbeing Centre scheme (part of the Asset Management Plan) where the adjusted profile goes beyond the three years shown in the current Capital Programme *(Economy and Community Department).*		(350)
Renewal and Other Funds		
• Renewal of Vehicles and Equipment from departmental funds *(Highways, Engineering and Consultancy; Environment Departments).*	794	
• Match funding/additional contributions towards various schemes *(Economy and Community Department).*	117	
• Contribution towards countryside projects and car parks *(Environment Department).*	14	
• Adjustment to the contribution from the Council Tax Premium Fund towards the Housing Strategy schemes *(Housing and Property Department).*	12,400	
• Adjustment to the contribution from the Offices' Fund and Corporate Fund towards Council offices *(Housing and Property Department).*	150	
• Adjustment to the contribution from the Climate Fund towards various schemes *(Housing and Property Department).*	(147)	

APPENDIX 2

Details of Budget Re-profiling

See below the main schemes that have been re-profiled since the original budget:

	2026/27 £'000	2027/28 - 2028/29 £'000
Schools' Schemes (Sustainable Communities for Learning and Others) *(Education Department)*	(5,904)	5,904
Industrial Units and Regeneration *Schemes (Economy and Community Department)*	(669)	669
Levelling Up Fund *(Economy and Community Department)*	(2,854)	2,854
Leisure Schemes *(Economy and Community Department)*	(61)	61
Highways and Municipal schemes *(Highways, Engineering and Consultancy Department)*	(96)	96
Vehicle and Equipment Renewals (*Environment Department)*	30	(30)
Coastal Risk and Flood Prevention Plans *(Highways, Engineering and Consultancy Department)*	(1,058)	1,058
Transport and Urban Improvements schemes *(Environment Department)*	(289)	289
Car Parks *(Environment Department)*	(89)	89
Housing Grants and Other Schemes *(Housing and Property Department)*	(970)	970

Note :

The above re-profiling will not result in any loss in grant.

There are a variety of valid reasons behind the re-profiling in many cases, but the delay prior to implementing these schemes can mean that the services must cope for longer with the existing unimproved assets.

APPENDIX 3

Capital Expenditure First 5 Months 2026/27

SUMMARY	FULL YEAR CAPITAL PROGRAMME (reviewed August) 2026/27 £'000	ACTUAL EXPENDITURE 5 MONTHS UP TO 31/08/2026 £'000
Education	21,291	3,006
Environment	11,249	3,281
Corporate Services (including Information Technology)	912	421
Finance	14	-
Economy and Community	52,531	3,977
Housing and Property	20,454	3,798
Adults, Health and Wellbeing	4,798	1,020
Children and Supporting Families	1,078	303
Highways, Engineering and Consultancy	11,129	3,266
Corporate	-	-
TOTAL	**123,456**	**19,072**

Note:
The percentage spent this year (15%) is similar to the position this time last year (amount spent in 5 months in 2025/26 was 15%) and two years ago (amount spent in 5 months in 2024/25 was 15%).

APPENDIX 4

Capital Prudential Indicators 2026/27

The Council measures and manages its capital expenditure and borrowing with reference to the following indicators.

It is now a requirement of the CIPFA Prudential Code that these are reported on a regular basis.

The latest situation and information are reflected here.

Capital Expenditure
The Council has undertaken and is planning capital expenditure as summarised below.

	2025/26 Actual £m	2026/27 Forecast £m	2027/28 Budget £m	2028/29 Budget £m
General Fund Services	84.6	123.8	37.2	15.7
Leasing General Fund	2.3	0.0	0.0	0.0
TOTAL	**86.9**	**123.8**	**37.2**	**15.7**

The main General Fund capital projects in 2026/27 include (see review reports for re-profiling details as applicable):

- Sustainable Communities for Learning Schemes - £8.2m
- Departmental Vehicles - £6.5m
- Housing Schemes/Strategy - £5.0m
- Levelling Up/Shared Prosperity Fund Schemes - £4.9m
- Highways, Bridges & Municipal - £3.6m
- Adults' and Children's Homes/Centres - £3.5m

Capital Financing Requirement

The Council's cumulative outstanding amount of debt finance is measured by the capital financing requirement (CFR). This increases with new debt-financed capital expenditure and reduces with Minimum Revenue Provision (MRP) and capital receipts used to replace debt.

	31.3.2026 Actual £m	31.3.2027 Forecast £m	31.3.2028 Budget £m	31.3.2029 Budget £m
General Fund Services	188.5	192.9	190.2	188.4

Gross Debt and the Capital Financing Requirement

Statutory guidance is that debt should remain below the capital financing requirement, except in the short-term. The Council has complied and expects to continue to comply with this requirement in the medium term as is shown below.

	31.3.2026 Actual £m	31.3.2027 Forecast £m	31.3.2028 Budget £m	31.3.2029 Budget £m	Debt at 31.08.2026 £m
Debt (including Private Finance Initiative (PFI) and leases)	81.0	75.5	73.1	72.2	81.0
Capital Funding Required	188.5	192.9	190.2	188.4	

Debt and the Authorised Limit and Operational Boundary

The Council is legally obliged to set an affordable borrowing limit (also termed the authorised limit for external debt) each year. In line with statutory guidance, a lower "operational boundary" is also set as a warning level should debt approach the limit.

	Maximum Debt 2026/27 £m	Debt at 31.08.2026 £m	2026/27 Authorised Limit £m	2026/27 Operational Boundary £m	Complied ?
Borrowing	73.9	73.9			
Private Finance Initiative (PFI) and Leases	7.1	7.1			
Total Debt	**81.0**	**81.0**	200	190	Yes

Since the operational boundary is a management tool for in-year monitoring it is not significant if the boundary is breached on occasions due to variations in cash flow, and this is not counted as a compliance failure.

Proportion of Financing Costs to Net Revenue Stream

Although capital expenditure is not charged directly to the revenue budget, interest payable on loans and Minimum Revenue Provision (MRP) are charged to revenue. The net annual charge is known as financing costs; this is compared to the net revenue stream i.e. the amount funded from Council Tax, National Non-Domestic Rates and general government grants.

	2025/26 Actual	2026/27 Forecast	2027/28 Budget	2028/29 Budget
Financing Costs (£m)	8.9	9.9	9.9	9.8
Proportion of Net Revenue Stream (%)	2.4%	2.7%	2.5%	2.4%

Treasury Management Indicators

These indicators (Liability Benchmark, Maturity Structure of Borrowing, Long-Term Treasury Management Investments) are reported separately as part of the Treasury Management Report for the period under review.