

SIARTER ANGOR Gogledd Cymru



North Wales ANCHOR CHARTER

Scoring Guide:

Score	Level	Definition
1	Not started	No formal activity; limited awareness or occasional action.
2	Started	Some early activity or pilot projects; not consistent or strategic.
3	Under development	Clear method established; implemented in part but not embedded.
4	Established	Embedded across the organisation; being monitored and delivered regularly.
5	Leading	Showing measurable impact; influencing partners / the region.

Regional Anchor Charter	Cyngor Gwynedd Plan 2023-28	Day-to-day Work	Score (1-5)
1. Workforce, employment and skills			
1.1 We will seek to pay the actual living wage and ensure fair terms and conditions, reducing uncertain contracts and supporting staff well-being and financial security.	Create the best possible circumstances for businesses and social enterprises to thrive and Gwynedd Economic Development Strategy - support businesses that pay the actual living wage, create better jobs and strengthen a more inclusive local economy.	Applying the Council's pay arrangements, terms and conditions and employment policies, e.g. HR arrangements, contract management, fair recruitment and supporting the financial stability of staff.	3.5
1.2 We will create opportunities for the people furthest from the labour market to access training, apprenticeships and employment within our organisation, and promote opportunities for progression and training for our staff.	Support the people of Gwynedd into work, Gwynedd Economic Development Strategy and Develop the Council's Culture - strengthen pathways to work, improve skills and enable staff development.	Providing apprenticeships, work experience, in-service training and staff career pathways, e.g. through the Council's graduates and apprenticeships programmes and service workforce development plans. There are specific examples within the care field in the form of the Care Academy and North Wales Together, which support people with learning disabilities and mental health problems to gain better access to employment.	3.5
1.3 We will support staff health and well-being through a strong offer that focuses on prevention, including opportunities to be physically active at work and access healthy food and drink.	Develop the Council's Culture - embed the work culture that enables staff to achieve, with a focus on well-being, empowerment and placing the people of Gwynedd at the centre.	Implementing arrangements for staff well-being, flexible working, health and safety and absence management, e.g. through the support of managers, HR policies and corporate well-being arrangements. New sickness policy and procedures launched to ensure that sickness absences are managed consistently and fairly, keeping in	3

		contact with staff and providing suitable support to help them return to work.	
1.4 We will strengthen the health impacts of our workforce by promoting access to Make Each Contact Count (MECC) training, helping staff and service users make healthier and more sustainable choices.	Support People's Wellbeing - strengthen community support to help residents cope, thrive, be safe and stay healthy.	Using the daily contact of front-line services with residents, e.g. care services, housing, libraries and community support, to share information and refer to suitable support. A question on whether it has embedded and how effectively? An opportunity to add to the skills of individuals to address this if we are to develop community hubs and improve knowledge of the services available. Important to connect with the 'what matters' conversation, to enable people to improve their situation.	3
1.5 We will work with education providers and Anchor Organisations to respond to the workforce skills' future needs and improve accessible employment pathways.	Gwynedd Economic Development Strategy, Support the people of Gwynedd into work and Create the best possible circumstances for businesses and social enterprises to thrive - improve skills, create better jobs and work with employers to respond to future needs.	Identifying skill needs by planning service workforces, e.g. recruitment into care roles, in-house training plans, apprenticeships and developing the digital and managerial skills of staff.	4
1.6 We will promote the Welsh language by supporting staff to learn and use the Welsh language, particularly in public-facing roles, thus contributing to the Cymraeg 2050 ambition.	Promote the use of the Welsh by the residents of Gwynedd - Nôl i Wynedd and Review of Gwynedd's Education Language Policy as well as carrying out an evaluation of the Immersion System - increasing the practical use of Welsh, attract and retain	Implementing the Welsh Language Standards, offer language training to staff and provide bilingual services, e.g. by means of public relations services, education, care and Welsh digital services.	4.5

	Welsh speakers, and strengthen the future linguistic foundation.		
2. Estates			
2.1 We will investigate and review our use of current buildings and lands to identify potential proactive opportunities in the future for community and voluntary use.	Adopt the Property Asset Management Plan, Regenerating communities and town centres and Establish a New Local Development Plan - review the use of assets, support local priorities and land and buildings planning in accordance with the needs of communities.	Managing and reviewing the use of Council property, land and buildings, e.g. offices, community centres, schools, libraries and empty or under-used assets. Not many buildings available for this due to the rationalisation work.	4
2.2 We will include communities early on when planning new developments.	Regenerate communities and town centres, Establish a New Local Development Plan and Adopt a Property Asset Management Plan - engagement with communities, planning local developments and ensuring appropriate use of the estate.	Including residents and community councils through local consultations, Local Regeneration Plans, planning asset use and the Council's development planning processes. Some strong examples (such as the work of Ardal Ni), but it is fragmented.	3
3. Environmental impacts			
3.1 We will commit to sustainable and active travel by adopting the Active Travel Charter and share the learning across north Wales.	Active Travel and Climate and Nature Emergency Plan - improve walking and cycling paths and reduce emissions by promoting everyday sustainable travel.	Providing and maintaining active travel paths, e.g. walking and cycling paths, road safety plans, parking management and promoting sustainable travel to staff and residents.	4
3.2 We will work with regional partners to reduce carbon emissions, reduce waste, improve the green	Climate and Nature Emergency Plan, Waste and Recycling, Act on flood risks, Active Travel and Establish a New Local Development Plan - reduce carbon and	Reducing the environmental impact of Council activities, e.g. managing the energy of buildings, fleet, waste and recycling, biodiversity projects, flooding work and	3

infrastructure and biodiversity, and adapt to climate change.	waste, increase biodiversity, adapting to climate change and planning sustainable development.	climate planning.	
4. Community inclusion and civic action			
4.1 We will address inequalities by adopting the Prevention Mission Actions.	Ensure fairness for all - identifying and acting immediately on work required to ensure fair treatment to all, regardless of their background or needs.	Using equality impact assessments when developing policies, Cabinet decisions, service plans and changes to services in order to promote fairness. (Form to assess the impact on equality, socio-economic disadvantage and the Welsh language)	3
4.2 We will incorporate the Asset Based Community Development (ABCD) methods of developing a strategy, planning and providing services.	Regenerate communities and town centres, Support People's Wellbeing and Ensure fairness for all - using engagement and community assets to identify local priorities, strengthen support networks and ensuring an inclusive method.	Using local knowledge and residents' feedback by means of regeneration work, community teams, service consultations and local networks to tailor the Council's services.	3
4.3 We will encourage and enable staff to participate in community and voluntary activity.	Support People's Wellbeing - strengthen community networks that support residents, reinforcing local voluntary and community activity.	Supporting staff to contribute to community activities where appropriate, e.g. through the work of schools, libraries, youth services, local events and community wellbeing enterprises.	1.5
4.4 We will support fair access to opportunities in the arts, heritage and cultural wellbeing for our staff and local communities.	Promote our culture and sustainable visitor economy, Promote the use of Welsh by Gwynedd residents and Ensuring fairness for all - expand fair access to culture, heritage, the Welsh language and activities that contribute to community wellbeing.	Providing library, archives, museums, arts, leisure and culture services, e.g. local programmes, activities for children and young people and access to Gwynedd's heritage. Free tickets for low-income families to attend the Eisteddfod at Boduan.	3

5. Procurement			
5.1 We will procure locally where possible, using social partnerships to support local growth, employment, social value, and environmental benefit.	Keep the Benefit Local, Create the best possible environments for businesses and social enterprises to thrive, Gwynedd Economic Development Strategy and Climate and Nature Emergency Plan - keeping spending local, supporting businesses, creating social value and promoting environmental benefits.	Applying the Council's procurement arrangements, e.g. considering local suppliers, social value, community benefits and carbon reduction when commissioning goods, work and services.	3
5.2 We will work with other public bodies to note opportunities for joint procurement, where this achieves better results.	Keep the Benefits Local, Gwynedd Economic Development Strategy and Create the best possible circumstances for businesses and social enterprises to thrive - collaborate with partners and businesses to ensure better results, local jobs and social value.	Using the Council's procurement frameworks and contracts, e.g., maintenance contracts, professional services, corporate goods and regional contracts where they offer better value. A lot of commissioning work is done jointly with partners, e.g. in the field of youth justice, money from organised crime, collaboration with Mantell Gwynedd on social prescribing and VAWDASV work with partners on Anglesey.	4