Cyd-Bwyllgor Corfforedig
Gogledd Cymru
North Wales
Corporate Joint Committee

NORTH WALES CORPORATE JOINT COMMITTEE

20th November 2026

TITLE: Policy Framework

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1. PURPOSE OF THE REPORT

1.1 This report is brought to the CJC to advise members of the proposals and timetable for adoption of the various policies that it is required to adopt.

2. DECISION SOUGHT

That the Corporate Joint Committee is asked
to approve:

2.1 that operational HR employment policies be dealt with under the existing Chief Executive delegation, subject to the safeguards in paragraph 4.3;

2.2 the delegation of all operational Welsh language and information policies implementing existing statutory obligations and approved CJC policy to the Chief Executive subject to the consultation requirements in section 6. This excludes decisions reserved by legislation or the Constitution and policies involving significant strategic or corporate choices, which must be referred to the CJC.

to note:

2.3 that the remaining policies set out in Appendix 1 will be brought to subsequent CJC meetings for approval, as set out in the appendix.

3. REASON FOR THE DECISION

The CJC is required by legislation to adopt certain policies. The CJC itself remains the decisionmaker, unless it chooses to delegate a decision in respect of a policy. The North Wales Corporate Joint Committee Regulations 2021 prevent the CJC delegating the responsibility for making decisions in respect of:

- Approving a transport policy, or revision of such a policy
- Prescribed actions in connection with the development or revision of a strategic development plan
- Agreeing calculations, or revised calculations of budget requirements.

These examples are not exhaustive. Other decisions may be delegated only where legislation and the Constitution permit, subject to the scope and conditions of the relevant delegation.

4. BACKGROUND AND RELEVANT CONSIDERATIONS

4.1 It is considered that routine policy decisions are suitable for decision by the Chief Executive, but only within the limits in paragraph 2.2 and the existing Scheme of Delegation.

4.2 The policies listed in Appendix 1 are either reserved to the CJC for decision or considered appropriate for decision by the CJC. They are still under development by officers, and members are asked to note that these policies will be brought back to the subsequent CJC meetings. The meeting at which it is intended the policy will be brought for approval is shown in the appendix, but this timetable may vary depending on various factors, including the May elections.

4.3 The existing Scheme of Delegation (section 8(1), paragraph 7) authorises the Chief Executive to approve new operational HR employment policies and changes to existing policies as required. No fresh blanket delegation of all HR policies is proposed. That authority remains subject to legislation, the Constitution and approved budgets and policies. Matters reserved to members, or requiring member determination because of their strategic significance, must be referred to the appropriate member body. The HR policies being adopted will be broadly based on, if not identical to, those adopted by Cyngor Gwynedd.

5. RESOURCE IMPLICATIONS

There is no significant resource implication to the decisions sought in this report. Officer time will be incurred in progressing the policies, but this can be undertaken as business as usual.

6. CONSULTATION

Consultation requirements will be assessed for each policy before adoption, having regard to legislation, applicable standards, existing commitments and the persons affected. Where the content materially engages its responsibilities for risk management, internal control or corporate governance, the Governance and Audit Sub-Committee will be consulted before adoption of the Data Protection Policy and the Freedom of Information (FOI) Policy, and any other policies engaging that remit. Its advice will inform the decision of the CJC or the officer with the relevant delegated authority. For HR policies, staff and recognised trade unions will be consulted as required by law and applicable employment and consultation arrangements.

7. INTEGRATED IMPACT ASSESSMENT

Each policy will be assessed as it is developed and before adoption for its equality, Welsh language, well-being, biodiversity and other relevant impacts, proportionately to its content and as required by the applicable duties and standards. The assessment, consultation findings and any mitigation will be presented to the decision-maker and will inform the policy. Approval of this framework does not determine the impacts of policies still under development.

8. LEGAL IMPLICATIONS

The CJC has a statutory responsibility to adopt various policies. Subject to the restrictions summarised in section 3 of this report, the CJC may delegate the decision to adopt policies to either a sub-committee or officers. Any delegation remains subject to all statutory restrictions, the Constitution and the CJC's approved budgets and policies. Each policy must be adopted by the body or officer with lawful authority, following the consultation and impact assessment required for that policy.

9. FINANCIAL IMPLICATIONS

There are no specific financial implications arising from the decisions sought in this report.

10. APPENDICES

Appendix 1: A list of policies to be brought to subsequent CJC meetings for approval.

11. BACKGROUND DOCUMENTS

None.

STATUTORY OFFICERS RESPONSE:

i. Monitoring Officer:
"The report appropriately distinguishes between operational policies capable of officer determination and matters requiring member approval. The proposed arrangements are subject to legislation, the Constitution and the relevant consultation and impact-assessment requirements. I am content with the recommendations on that basis."

ii. Section 151 Officer:
"I am satisfied that there are no financial commitments arising from the decision sought and that the proposed arrangements provide efficient working arrangements whilst maintaining an appropriate level of delegation".

APPENDIX 1: A list of policies to be brought to subsequent CJC meetings for approval.

NAME	TYPE OF POLICY	APPROVAL ROUTE
Modern Slavery Statement and Code of Practice: Ethical Employment in Supply Chains	Welsh Government expects public sector organisations to sign up to its Code of Practice on Ethical Employment in Supply Chains. Signatories commit to producing and publishing an annual statement explaining the steps taken to address modern slavery within their organisation and supply chains.	CJC meeting January or March 2027
Well-being statement and objectives	CJCs established under Part 5 of the Local Government and Elections (Wales) Act 2021, are bodies which are liable to comply with Part 2 and 3 of the Well-being of Future Generations (Wales) Act 2015.	CJC meeting March 2027
Biodiversity and Resilience of Eco-Systems Duty Compliance Plan	The Environment (Wales) Act 2016 (Public Authorities subject to the Biodiversity and Resilience of Ecosystems Duty) Regulations 2021 amend section 6 the 2016 Act to include CJCs within the definition of 'public authority' in section 6(9) which are subject to the biodiversity duty.	CJC meeting in January or March 2027
Child Poverty Strategy	The Child Poverty Strategy (Corporate Joint Committees) (Wales) Regulations 2021 sets out the requirements in terms of preparation, review, renewal, publication and inspection of a child poverty strategy prepared by Corporate Joint Committees under section 2 of the Children and Families (Wales) Measure 2010.	CJC meeting – to be determined