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Annual Performance Report & Self Assessment 2023-24



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Leader's Foreword



It is my pleasure to present the Annual Performance and Self-Assessment Report, which highlights the work of the Council over the past year. This is the first performance review of the Council's Plan 2023-28.

This year our focus has been on alleviating the financial burden on families, particularly those struggling with the high cost of living. We have successfully upgraded dining facilities and equipped kitchens in our schools, ensuring that we offer every primary pupil a free school lunch. Additionally, we adopted a Poverty Alleviation and Prevention Plan, leading to the establishment of the Gwynedd Poverty Group, and a food sharing network, all of which benefit from the support of organisations across the county.

We strived to support individuals and families who are homeless and further reduce our reliance on temporary accommodation, such as B&Bs and hotels. Supported housing developments have been opened in Bangor, Dolgellau and Pwllheli, and construction has also been completed on four new flats in Caernarfon to help young people at risk of homelessness move towards independent living. The Council has also worked with housing associations to build over 170 new social housing units and bring around 50 empty properties back into use to meet the growing demand for affordable and suitable housing for local people.

I am pleased that Cyngor Gwynedd continues to explore innovative ways of working with our partners. This year, we published the Gwynedd and Eryri Sustainable Visitor Economy Plan 2035 to ensure that communities benefit from tourism, whilst also protecting our unique environment, language and culture. We have already started implementing this work by opening the first Arosfan pilot site in Cricieth, offering an appropriate place to stay overnight for motorhomes, with further sites planned in 2024.

Further steps were taken to reduce the Council's carbon footprint during the year. Solar panels are being installed at Council-owned sites, reducing energy costs and carbon emissions. We've also initiated the process of switching fleet vehicles for electric ones, installing more charging points in public places for residents as well as Council vehicles.

As we celebrate our achievements, however, it would be remiss of me not to emphasize the significant and very serious financial challenges facing local councils over the next few years. We simply don't have enough money to do everything we want to do. As a result, we had to prioritize our plans based on risk and seek additional sources of funding, such as grants, which are becoming increasingly scarce. At the same time, demand for local services continues to rise exponentially.

I am concerned about our ability to maintain quality services in the current climate, and we are having to look seriously at what we can provide for the future. As Leader, I will keep pushing for more investment in local government and emphasize the need for stable and adequate funding from both Westminster Government and the Welsh Government.

Councillor Dyfrig Siencyn
Cyngor Gwynedd Leader

Introduction

The Council published its 'Cyngor Gwynedd Plan for 2023-2028' in March 2023, in which our ambition and priorities are set for the five years in question. The 'Cyngor Gwynedd Plan 2023-28' includes a series of ambitious projects which will enable us to develop and improve our services for the residents of the county over a period of five years. The projects are covered under seven priority fields:

- **Tomorrow's Gwynedd**
  Giving our children and young people the best possible start in
- **A Prosperous Gwynedd**
  Strengthening the economy and supporting the people of Gwynedd to earn a decent salary
- **A Homely Gwynedd**
  Supporting the people of Gwynedd to live in suitable and affordable homes in their communities
- **A Caring Gwynedd**
  Supporting the residents of Gwynedd to live full and safe lives in our communities
- **A Welsh Gwynedd**
  Ensuring that we give our residents every possible opportunity to use the Welsh language in the community
- **A Green Gwynedd**
  Protecting the county's natural beauty, and responding positively to the climate change crisis
- **An Efficient Gwynedd**
  Putting the residents of Gwynedd first and treating them fairly and ensuring that the Council performs effectively and efficiently

This is our first report which looks at the attainments of the Council Plan 2023-28. The report has been divided into headings which reflect the above priority areas, describing the progress made during the past year, as well as the main attainments in the day-to-day work of our departments, for example, care of children and adults, the environment, and primary and secondary education.

The Priority Areas within this document are our Well-being Objectives under the Well-being of Future Generations (Wales) Act 2015. The Objectives will directly contribute to achieving the seven national well-being goals. As we take action, we will also give appropriate consideration to the five ways of working within the Act by considering the long term, prevention, integration, collaborative working and being inclusive of people of all ages.

We will do this by adopting a way of working which focuses on putting the people of Gwynedd at the centre of everything we do. See table on page 72 which shows the contribution of each priority project towards the five ways of working.

The final part of the performance report will incorporate our self-assessment for the year. This will be our third self-assessment. The Council is expected to present this annually under the Local Government and Elections (Wales) Act 2021.

To succeed in our plans, we need to work together and continue to foster a healthy relationship with a broad range of partners – the third sector, the private sector, other public services and of course, our enthusiastic communities.

A new savings programme has been introduced as one of the Council's top priorities in response to the financial situation, and the Council has agreed a £6.4 million savings programme when setting the 2023/24 budget, as well as further savings of £5.2 million when setting the 2024/25 budget. Despite the financial challenges, the Council is constantly innovating whilst trying to find better and more efficient ways of providing services.

As part of our performance arrangements we regularly host a series of performance challenge and support meetings which is a chance for us to see what kind of progress the departments have made with their day-to-day work as well as progress against the milestones that have been set for the projects within the seven priority fields in the Council Plan.

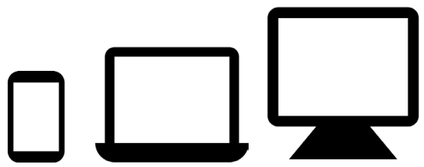
This Annual Performance Report is based on the findings of these performance challenge and support meetings. The report not only intends to draw attention to the positives, but also provide a fair and honest reflection of our performance during the year. In doing so, we can celebrate our successes and see which aspects of our work needs further attention, in order to assist us in providing the best possible service for the residents of the county within the resources we have.

This annual Report is submitted to the Council Cabinet and to the meeting of the Full Council for approval.

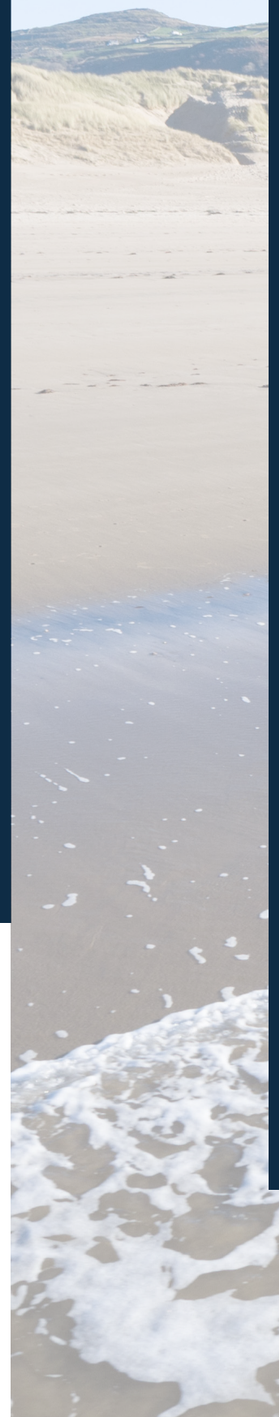
Tomorrow's Gwynedd

Our ambition is to ensure that every child educated in Gwynedd gets:

- Treated equally, encouraged to treat others equally and that we give priority to their happiness and well-being.
- Education of the best possible standard including access to a broad range of academic and vocational subjects to fulfil the requirements of the new 'Curriculum for Wales'.
- Access to Welsh-medium education throughout their time in education.
- Educated in buildings that are in a good state of repair, are safe and fit for purpose to the best of our ability.
- The opportunity to develop into rounded citizens, who are content and confident in the world.
- Tailored support from professional services to meet their additional learning needs.
- The opportunity to have a nutritious meal in school, free of charge to as many pupils as possible.
- Access to equipment and technology that promote modern and effective learning.
- An assurance of suitable facilities and playing fields that are available for children and young people in their leisure time.







Projects

* Transforming education for children in their early years
* Free school meals
* Modernising buildings and the learning environment
* Promoting the well-being of children and young people and reducing the cost of sending children to school
* Extending opportunities for play and socialising for the county's children and young people

Project Updates

Tomorrow's Gwynedd

Transforming education for children in their early years

Achievements during the year include:

- We have presented a draft strategy for the early years that will respond to the principles, and we have established collaboration arrangements with our health partners.

Free school meals

Achievements during the year include:

- We have upgraded to electric equipment, installing less gas equipment in our kitchens, to reduce carbon emissions.
- It was ensured that there are enough kitchen staff / supervisors in our primary schools to cope with the increase in the numbers who have school dinners.
- We have managed to offer free school meals to all primary aged pupils, ensuring that the dining space is suitable and that our kitchens are adequately equipped to provide dinner and have tried to ensure that as many of the primary aged pupils as possible take advantage of the scheme, and as a result, this project has been completed this year.

Promoting the well-being of children and young people and reducing the cost of sending children to school

Achievements during the year include:

- Project groups were established to draw up a work programme and detailed research specifications into the financial cost of sending children to school, and the emotional and psychological cost to some children of attending school.
- Research work was undertaken, and data was collected for the financial cost and the emotional cost of attending school.



Modernising buildings and the learning environment

Achievements during the year include:

- A business case was approved to fund a new school for Our Lady's School in Bangor, with capacity for 150 learners on the old Ysgol Glanadda site.
- A business case was approved to fund improvements for Ysgol Hirael in Bangor.
- Possible options were considered to improve the condition of the buildings and the learning environment at Ysgol Tryfan, Bangor, and the business case will be presented soon.
- The work of building a new Primary School in Cricieth continues, and the school will open in September 2024.
- Post-16 Education in Arfon - At the Cabinet meeting on 28 November 2023, it was decided not to move forward with the review of post-16 education arrangements in Arfon.

Extending opportunities for play and socialising for the county's children and young people

Achievements during the year include:

- A work programme was drawn up to improve the playing fields, and opportunities to collaborate with local partners were explored.
- Grant requests were submitted to improve the provision for children and young people.
- Information was collected about the provision that is currently available and opinion surveys were undertaken.

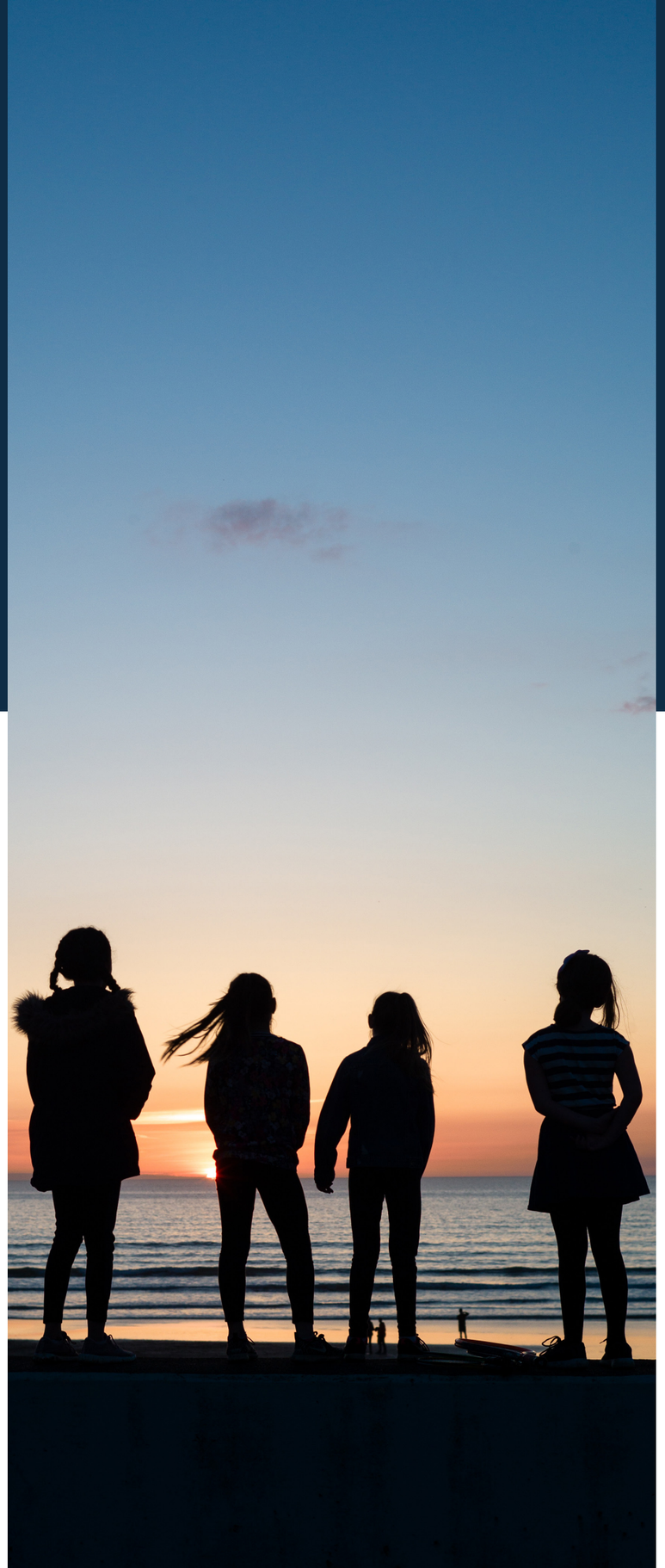
Some of our key achievements

- A Draft Education Strategy has been drawn up and discussed at the Secondary Headteachers' Strategic Group and submitted to the Special and Primary Consultation Group, and the draft has also been submitted to the Education and Economy Scrutiny Committee.

- A Project Boards arrangement is in place to ensure that education capital project management is robust. Considerable work has been achieved during the year to meet the needs of the one-time capital grants expenditure during the year, such as the Additional Learning Needs grant and area schools, and the Band C Sustainable Learning Communities capital projects are moving forward as expected by now.

- Every school and Governing Body has a designated person who has completed the level 2 safeguarding training during the last three years.

- We have created a Training package jointly with Speech and Language Therapists to up-skill school staff to enable them to further support learners with speech and language difficulties.



- We have managed to attract grant funding from the Welsh Government to employ three additional welfare officers for a year. The additional officers have enabled us to achieve preventative work to respond quickly to concerns that are highlighted. These resources seem to be making a difference, and the schools are happy with the additional support.

- The visual impairment team has created resources and books adapted for specific pupils.

- The criteria to assess Early Years learners has been updated and proves to be an effective method of joint assessment with all stakeholders involved with the children.

- There was collaboration with the Early Development Team, Flying Start Service to establish a structure to open an electronic profile for very young children who receive support on a targeting at home level. This allows children to transfer to Early years settings with a profile in place. The settings have stated that this ensures continuum in the provision of the targeting level.

Tomorrow's Gwynedd



Protecting the welfare of Gwynedd's children and young people. All schools that have received a monitoring visit during the year have complied with the requirements.



Supporting children and young people with a medical/physical/ sensory condition to have access to education - 91% of users are very satisfied with the service

The number of waiting days for a counselling service has reduced from 51 to 23 since the beginning of the educational year.



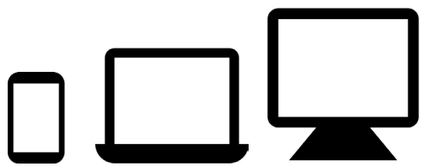
Our young people have achieved 728 accreditations through Youth Service this year.



A Prosperous Gwynedd

The foundation for enabling the people of Gwynedd to prosper is ensuring that there are suitable jobs available in the county paying salaries that enable them to support themselves and their families. Our ambition is to ensure:

- High-quality jobs.
- Support for businesses to thrive.
- Sustainable tourism for the benefit of communities.
- Strong and resilient communities.
- Prosperous and vibrant town centres.







Projects

* Promoting our culture and a sustainable visitor economy
* Regenerating communities and town centres
* Creating the best possible circumstances in Gwynedd for businesses and community enterprises to thrive, and support the people of Gwynedd into work
* Keeping the Benefit Local

Project Updates

Promoting our culture and a sustainable visitor economy

Achievements during the year include:

- The Gwynedd and Eryri Plan 2035 was launched and the Gwynedd and Eryri Sustainable Visitor Economy Partnership 2035 was established.
- Consultation began on the development of a Culture Plan for Gwynedd.
- The North West Wales World Heritage Coordinator was appointed jointly with Cadw.
- Overnight sites were developed across Gwynedd to provide motorhomes with suitable places to park overnight.
- A programme of activities was held during Eisteddfod week, and support was given to communities, businesses and the cultural sector to prepare for the Eisteddfod.
- Improvements were made to Neuadd Dwyfor in Pwllheli which is an important cultural centre for the Dwyfor area and more widely.



Regenerating communities and town centres

Achievements during the year include:

- Draft Local Regeneration Plans were drawn up for each of the 13 regeneration areas in the county.
- Workshops were held in each local regeneration area to discuss and adapt the draft Local Regeneration Plans; and to update local organisations on the new financial programmes.
- Key Funds were established to support projects within Local Regeneration Plans.
- Town Centre Plans were drawn up for Bangor, Caernarfon and Porthmadog.
- Information was gathered about empty properties in our main towns, and the current interventions of Council Departments dealing with empty properties were reviewed.
- An Empty Properties Project Manager (Economic Development Professional Trainee as part of the Yfory Scheme 2023 programme) was appointed.

Keeping the Benefit Local

Achievements during the year include:

- Training was carried out amongst officers to explain how the council can support the local economy in the purchase of goods and services.
- Workshops were held for local businesses.
- Guidance was developed on the new arrangements.
- Our procurement policies were updated.

Creating the best possible circumstances in Gwynedd for businesses and community enterprises to thrive, and support the people of Gwynedd into work

Achievements during the year include:

- Funding from the UK Government's Shared Prosperity Fund was targeted to strengthen the foundations of Gwynedd's economy.
- We collaborated with partners across North Wales to ensure benefit for Gwynedd from the North Wales Growth Deal.
- The second phase of the ARFOR Programme was implemented, namely an £11 million Welsh Government programme, which works across Gwynedd, Anglesey, Ceredigion and Carmarthenshire to support communities that are Welsh language strongholds to thrive. The programme provides economic interventions that also contribute to increasing the opportunities to see and use the Welsh language on a daily basis.
- New arrangements were set up to engage with businesses to provide them with useful information.
- A Business Support Fund was launched to provide additional financial support to the county's businesses.
- Planning permission was secured to develop 10 new work units.
- An agreement was reached with the Welsh Government to provide a Support into Work programme.

A Propserous Gwynedd

Some of our key achievements



Developing the economy and regenerating communities

Cyngor Gwynedd provided a wide range of support to maintain and support businesses to thrive in the past year.

The Council was responsible for:

- A £120 million proposal for 167 schemes across North Wales, which included £23 million for 40 projects in Gwynedd.
- Establishing teams and procedures to manage and administer the ARFOR programme across west Wales and in Gwynedd. We were successful in allocating 99% (£1.04M) of Gwynedd's Enterprising Communities budget to 23 local initiatives, and Gwynedd benefited more than other counties from all ARFOR work streams.
- Over £600,000 was shared to 27 local businesses during 2023/24 as a result of SPF funding, and a total of over £2m was committed to helping businesses develop.
- Providing practical advice and support to 149 businesses as part of schemes commissioned by the Council with SPF funding.
- Securing jobs for 166 local residents who were not working, following the support of the Gwaith Gwynedd team during the year – an increase of 25 compared to the previous year.
- Organising 13 job fairs throughout the county, with 218 employers attending and 1,075 individuals seeking work.
- Resources secured for the development of Placemaking Plans for the town centres of Pwllheli, Dolgellau and Bala during 2024/25.
- By working in partnership with the Betsi Cadwaladr Health Board, a Strategic Outline Case was prepared for the Bangor Health and Wellbeing Centre Plan.
- Establishing a project management and implementation structure for the Llewyrch o'r Llechi Programme with legal agreements set with external partners. One plan completed with the majority in the pipeline. The LleChi Scheme was implemented and completed with an application for the operational phase submitted to the Heritage Lottery Fund with an award date of June 2024.
- Establishing and launching the Regenerating Our Communities Fund, with £1.5m committed in projects due to be completed in 2024/25.

Culture and Leisure

- The restoration work was completed and the Lloyd George Museum in Llanystumdwy was opened by July 2023. In addition, an SPF grant was received for investment in the second interpretation which will be completed for the 2025 season.
- A Netloan System and cloud printing was installed in all libraries to improve the service available for the public.
- The Welsh Government funded the capital element of the national digital library platform which will be led by Cyngor Gwynedd.
- Neuadd Dwyfor was fully opened in June 2023 and all improvements have been positively received by users. A diverse programme is being developed, with an emphasis on live music evenings by individuals and bands in Welsh.
- Grant applications were submitted to improve the infrastructure of leisure centres - new LED lighting for the Tennis Centre, resurfacing the Tennis Centre courts, improvements to MUGA Dolgellau.
- The Glyn Site was resurfaced and a parking order for the site was confirmed.
- Four Overnight (Aros-fan) sites have been developed for motorhomes with funding from the Council and the Welsh Government's Brilliant Basics scheme in Cricieth, Pwllheli, Llanberis and Caernarfon.
- As a result of a grant of £80,000, 81,000 people attended 21 different events in the county. A benefit to the economy of £2,663,813 was calculated as a result.
- There were 844,000 visits to the Eryri Mountains and Coasts website in 2023/4 where emphasis was placed on providing information on the walking offer, buying locally, heritage and culture and the safe use of the coast and our designated areas.
- Navigation aids were positioned in Tywyn and Abersoch which means full compliance with Trinity House requirements. The fairway buoys of Aberdyfi and Barmouth harbours were refurbished and positioned in their respective sites.
- The work of upgrading the Dinas Dinlle beach car park was completed, with new management arrangements being trialled during the 2024 summer season.
- The Pwllheli Harbour Long-term Strategy Plan was drawn up, which identifies an investment framework for the harbour.

A Prosperous Gwynedd



Byw'n Iach Centres' customers satisfaction level is 85.69% (an increase of +2.15%)

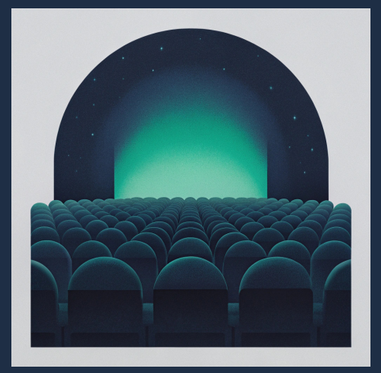


Percentage of Libraries customer satisfaction is 98.2%



Hafan Pwllheli's customer satisfaction is 91%

Percentage of the Neuadd Dwyfor customer satisfaction is 93.5%





Percentage of participants who see progress in their well-being or are improving their skills following their arts experience is 100%

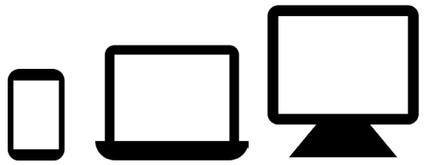


Investment in Town Centre Regeneration Programmes worth £8,336,970

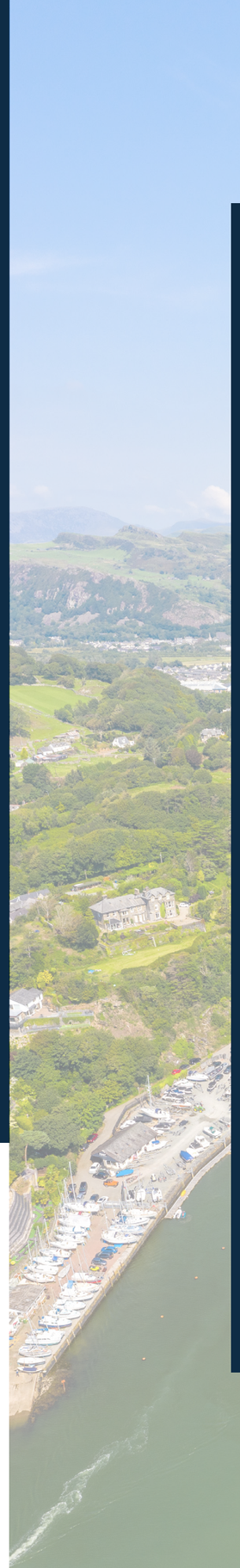
A Homely Gwynedd

Our ambition is to ensure that the people of Gwynedd can access a suitable home of a high standard, that is affordable and improves their quality of life. We will try to achieve this by setting an ambition to:

- Ensure that no-one is homeless in Gwynedd
- Help the residents of Gwynedd to own an affordable home in their community
- Ensure that houses in Gwynedd are environmentally friendly
- Ensure that houses in Gwynedd have a positive influence on the health and well-being of the county's residents.







Projects

* Increasing the supply of housing for local people
* Dealing with the energy cost crisis and fuel poverty
* Ensuring that no one is homeless in Gwynedd
* Managing second homes and short-term holiday accommodation

Project Updates

Increasing the supply of housing for local people

Achievements during the year include:

- Over 200 additional homes were created for Gwynedd residents.
- Planning applications were submitted for a housing development site in Llanberis and we will soon be ready to build our first houses.
- 13 houses have been purchased (bringing the total to 23 houses) to let at affordable rent levels.
- Many sites were assessed, and 3 development sites were purchased (in Mynytho, Llanystumdwy and Caernarfon) for new development by negotiating and engaging with landowners.
- 53 empty properties have been brought back into use through grants for first time buyers to renovate empty homes.
- By working with our housing partners, over 170 new social houses have been built.

Managing second homes and short-term holiday accommodation

Achievements during the year include:

- A public consultation was held on the proposal to introduce the Article 4 Direction for the Gwynedd planning authority area, to manage the use of homes as second homes and holiday accommodation.



Dealing with the energy cost crisis and fuel poverty

Achievements during the year include:

- The county's residents were supported to make the most of schemes to reduce energy costs, such as ECO4 and Nyth.
- We collaborated with internal and external partners, including the third sector, to deal with calls from the public, and we ensured that Gwynedd residents are aware of all the benefits that are available to them.
- Expertise and useful information were shared on Cyngor Gwynedd's Costs of Living website which is available to everyone.
- People were referred to Citizens Advice to obtain advice on debts and Personal Independence Payments (PIP) applications, which is additional funding to help with day-to-day lives if someone has an illness, disability or mental health condition.
- Residents were referred to the Food Bank for additional support.
- Community clinics were held to refer people to the services and support available.

Ensuring that no one is homeless in Gwynedd

Achievements during the year include:

- The following developments were completed to help homeless individuals and families:
  - Caertref – Caernarfon pods
  - 35 College Road, Bangor
  - 20 Ala Road, Pwllheli
  - Dôl Sadler, Dolgellau
- The construction work for Lle Da, Caernarfon was completed, providing four additional flats which will also support vulnerable young people to make important steps towards independent living.
- 17 properties were attracted to the Leasing Scheme Wales, which allow more people to rent privately in Gwynedd, and make it a more affordable option, and we will continue to discuss with landlords and the Government to look at options to increase the opportunities over the plan period.

A Homely Gwynedd

Some of our key Achievements

- Over the last year, the vast majority of customers who were questioned were completely satisfied with the Maintenance service.
- A grant application presented to the Welsh Government for £1.7m for a pilot scheme to install heat pumps in three buildings was approved, and the Cabinet's seal of approval was received for a business case for a PV scheme worth £500k, and a pilot scheme to install LED lighting in six operational buildings.
- 546 ECO applications were approved during 23/24 which have helped to make houses more energy efficient and reduce the cost of heating them.
- There was continuous collaboration with the third sector and Registered Social Landlords to make the most of the support available to residents.
- The Council's carbon footprint has been considered in relation to each new development. The new Ysgol Treferthyr in Cricieth has been developed as a non-gas school, being heated by an 'Air source heat pump' technology which uses electricity produced by on-site solar panels. The background work has begun to prepare plans to develop the new Ysgol Bontnewydd which goes a step further as it is a Zero-net School.
- 278 social houses have now been developed jointly with our Housing Partners.



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A Homely Gwynedd

- A new supported housing development was completed in Dôl Sadler, Dolgellau, during the year. The building comprises five units that will accommodate vulnerable individuals to be able to live independently and offer support to prepare them to move to their own tenancies. The development also includes an office for staff on the site, to ensure support and continuous assistance for the tenants.
- 208 empty houses have come back into use through the Council's intervention and support.
- 178 Enable grants and Disabled Facilities Grants were provided to help people to live independently in their home.
- The percentage of all the social housing allocations allocated to a local person with a connection to Gwynedd is consistently high (97%) with the latest figure being 100%.
- Over 4800 people have received support to live locally since the beginning of the Housing Action Plan.
- 23 houses have been purchased under the Buy to Let Scheme, and another five are underway, which means that we have reached the target set for 23/24.

A Homely Gwynedd



208 empty houses have come back into use through the Council's intervention and support.



The percentage of all the social housing allocations allocated to a local person with a connection to Gwynedd is consistently high (97%)

The number of days on a waiting list has reduced gradually since August 2023 and is at its lowest since a year (685 days).



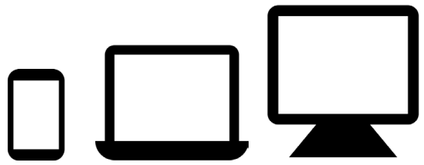
21 houses have been bought under the Buy to Let Scheme, and another 5 are underway.



A Caring Gwynedd

Looking after vulnerable individuals is one of our main responsibilities, and our ambition is to support the residents of Gwynedd to live full and safe lives in our communities by:

- Safeguarding children, young people and vulnerable adults.
- Supporting residents to participate and engage with their communities, and to reduce poverty and its effects.
- Ensuring that children, young people and their families live happy lives and reach their potential in terms of their education, health and well-being.
- Ensuring there is information available for the residents of Gwynedd to assist them in making informed decisions about their health and physical and mental well-being.
- Enabling the residents of Gwynedd to live independently in suitable accommodation with dignity for as long as possible in their community.
- Supporting unpaid carers.
- Providing high-quality care and support in the right place at the right time.
- Supporting our communities to ensure accessibility and to develop into an Age-Friendly Gwynedd.





Projects

* Local Preventative Support
* Living Independently
* Specialist Quality Care
* Supporting People's Well-being
* Autism Plan
* Developing residential provision for children who are looked after in small group homes

Project Updates

Local Preventative Support

Achievements during the year include:

- We contributed to the development of Bangor Well-being Centre as part of the Central Bangor Regeneration Plan.
- The preparation of detailed plans was carried out before tendering for the construction to adapt Canolfan Dolfeurig at Dolgellau. This will add to the network of community hubs that support and create opportunities for individuals with learning disabilities, and ensure we use our sites to their full potential for the wider community. It is expected that the building work will commence at the end of summer 2024.
- Plans for an integrated health and care hub have been developed in Penygroes with a focus on developing collaboration and integration between the local community, third sector and statutory bodies to make the best use of resources to meet what matters to the community.
- The Dewis Cymru Project was set up to tackle the challenge of making a programme of social activities and opportunities available for a wide range of individuals and carers across the county.
- We held extensive consultations with the workforce and the public to inform our work on developing a communication and engagement plan for the area of care. The scheme is due to be published at the end of summer 2024 and is designed to ensure that we involve our communities effectively in the development of our services and improve the accessibility of information available to the public.
- Awareness of the Age Friendly agenda was raised amongst the Council and its partners and priorities were agreed for the next 5 years. An application was also submitted to the World Health Association for the Age Friendly county accreditation.



Living independently

Achievements during the year include:

- The Light Extra Care Housing provision has been opened in Pwllheli, with a view to creating similar developments in other parts of the county, with priority for the Dolgellau and Caernarfon areas.
- Suitable accommodation options for individuals with Learning Disabilities have been augmented by the development of new Housing and Support to encourage independent living rather than funding out-of-county placements. We are also looking at developing the Frondeg site, Caernarfon and are identifying and adapting a number of houses across the county to further increase Supported Housing provision.
- Implementing the programme to embed the new home care model ensuring that internal and external care providers become part of the Community Resource Teams and therefore collaborate effectively with the wider communities.
- We developed a Carers (Adults and Children) Plan to ensure we recognise, acknowledge and support the invaluable work unpaid carers across Gwynedd undertake.
- Begin reviewing our daycare and respite provisions to agree a new model to support the well-being of individuals and carers.
- We have started supporting our residents through the process of digital transformation by 2025 – this includes developing a framework for purchasing digital telecare equipment, and we are in the process of upgrading our residents' telecare equipment on an area-by-area basis. We are also trialling and researching new and innovative technology and systems to enable us to work in a more preventative way.
- We have revisited the way we support the process of receiving and delivering care through direct payments, by internalising the service. We are weighing-up different options and a decision is expected to be reached on how the direct payments support service will look like in the future by the end of summer 2024.

Specialist Quality Care

Achievements during the year include:

- We collaborated with residential and nursing providers to understand their costs. We used the 'CareCubed' system to benchmark care costs and ensure that the fees we pay are based on hard evidence. We continued to consider possible options for developing nursing beds in conjunction with the Health Board, with the aim of ensuring adequate nursing beds.
- Develop and implement the business case of the Penrhos site to develop nursing beds in conjunction with the Health Board, as well as a wide range of accommodation provision with care.
- Continue to look for options to further expand dementia provision in our homes.
- A project officer has been appointed to lead on the development of the integrated teams (teams comprising care staff as well as health staff). The intention is to enable them to achieve what matters to Gwynedd adults by removing any barriers.
- We undertook a review of our mental health service delivery model to ensure that we addressed our responsibilities under the Social Services and Well-being Act.
- Contributed to a corporate project, Workforce Planning, ensuring appropriate coverage of the specific challenges and career opportunities that exist in the care field.



Supporting People's Well-being

Achievements during the year include:

- A Poverty Alleviation and Prevention Plan was adopted (Gwynedd Poverty Group, Food Network and Food Charter was established).
- The existing network of Helping People Hubs has been evaluated with a view to expanding it to further areas.
- We reviewed collaboration and referral arrangements between our main front doors to identify potential improvements in the system.
- Working with the Department of Housing and Property to deliver the Homelessness Prevention Plan through the Housing Support Grant.

Autism Plan

Achievements during the year include:

- Continuing with the training programme for frontline staff.
- Collaborate with the third sector to develop services to support autistic children / young people.
- Establish the necessary jobs to develop a service to provide advice and support to autistic children and their parents.

Developing residential provision for children who are looked after in small group homes

Achievements during the year include:

- A Project Manager has been appointed who will work to develop the new scheme.
- A Business Case has been completed for the establishment of the Small Group Homes.
- A Capital Application was submitted for the purchase / conversion of property.
- A Statement of Purpose and policies have been developed for the development as they will be required to register the unit with Care Inspectorate Wales.

A Caring Gwynedd

Some of our key Achievements

- The first house was purchased for the Small Group Homes service for children. This will allow us to improve the experiences of looked-after children in the Council's care with intensive and complex needs, who currently have to leave the county or Wales in order to receive suitable provision. We will develop registered residential homes for small groups of up to two children, which will allow them to be looked-after in Gwynedd, attend local schools, and participate fully in the lives of their communities.

- Since January 2024, Canolfan Hafan y Sêr has been open 7 days a week offering respite care for disabled children.

- A new information page has been published on the Council's website to promote the free 12.5 hours per week care provision available where postcodes can be checked.

- Work continues in Deiniolen, an area that has joined the Flying Start service, to expand the provision and service available to families in the village. A new service building including an office for the team and a larger building for the childcare setting will continue to be developed during 2024-25 as we have received £590k capital from the Government. The work will be completed by March 2025.

- Despite a significant increase in the number of calls regarding child welfare, the Out of Hours Team was able to respond to them all.

- Children were offered 615 nights of short break care over the year. This allows the child to receive the best care and support, and to have opportunities and experiences to encourage their development and well-being, while parents are able to enjoy breaks and time to themselves from their caring role. These evenings help families by giving short breaks and prevent children with profound disabilities from entering care.



- The Community Resource Teams coped with a significant increase in demand by successfully carrying out 150 care needs assessments per month (on average) during 2023/24. This was a significant increase compared to 101 during 22/23.

- The Learning Disability service successfully met the accommodation needs of 16 individuals during the year.

- A tender was awarded to Agoriad company to provide practical support for individuals with learning disabilities to succeed in the world of work. The number of individuals with learning disabilities involved in the work opportunities scheme increased from 58 at the beginning of April 2023 to 99 by the end of March 2024.

- Co-developed a Carers Plan with a wide range of stakeholders and initial priority areas identified.

- Gwynedd Dementia Strategy co-produced by a group of stakeholders and priorities identified.

- There has been construction work to improve our residential home in Dolgellau which included replacing a lift and freeing up beds on the first floor. Improvements were also made to our homes in Barmouth, Bangor and Nefyn.

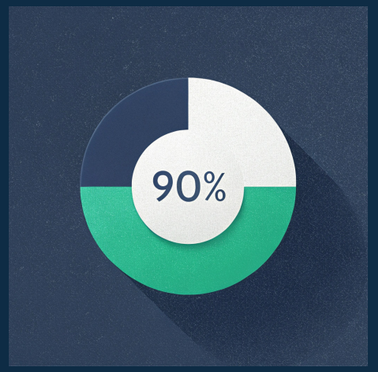
- We have now completely transferred the direct payments service from an external company into the hands of the Council, and while there is more work to be done to complete the transformation, we have more control of the standard of service as a result.

- Work has progressed in preparation for the establishment of a new Mental Health Social Service separate from the Health Board, effective from May 2024.

- 'Gwynedd Age Friendly' application submitted to WHO and work programme is in development.



The average of case conferences where the voice/ views of the child (5+ years old) were heard is 95%.



The percentage of the reviews where we have achieved what matters (Learning Disabilities) is 90% of the cases

All young people in aftercare have had or have a personal adviser and it's therefore 100% over the past year



The percentage of reviews where the individual noted that they succeed to achieve what matters to them is 82%





The percentage of DERWEN assessments completed within 42 days is 76%.

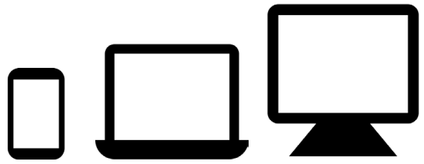


The number of face-to-face Dementia Actif classes increased from 13 to 16

A Welsh Gwynedd

As a national leader we will promote the growth of the Welsh language in all parts of the county. Our ambition is to:

- Ensure that every child in Gwynedd can use Welsh confidently in school and in their social life.
- Promote the growth of the Welsh language in all parts of the county and ensuring there are sufficient opportunities for everyone to be able to use the Welsh language naturally in their communities.
- Work jointly with our partners to facilitate the ability for Gwynedd residents to have access to all public services through the medium of Welsh.
- Ensure that promoting the Welsh language is a key part of all the Council's work, and any plans that impact the people of Gwynedd.
- Support efforts to create new Welsh-speakers of all ages.
- Ensure access to facilities and information of a good quality in relation to leisure, culture and the arts.





Projects

* Modernising and extending the immersion provision to teach Welsh to children
* Promoting the use of the Welsh Language by the residents of Gwynedd

Project Updates

A Welsh Gwynedd

Modernising and extending the immersion provision to teach Welsh to children.

Achievements during the year include:

- A £1.1m business case for modernising the learning environment of the 3 Primary Language Centres was approved by the Welsh Government.
- Receiving a late immersion grant from the Welsh Government led to the addition of more locations to the virtual village of Aberwla for Welsh learners. In 2023-24, the Museum, Caffi Puw Paned and the Leisure Centre were developed. The resource is now regularly used in the immersion units to support learning and is being trialled across the county. The feedback is very positive.

Promoting the use of the Welsh Language by the residents of Gwynedd

Achievements during the year include:

- The results of the latest census were analysed to establish language needs across the county. Areas were prioritised for community level intervention and support.
- A new Language Strategy for 2023-33 was developed and adopted by the Full Council in December 2023.
- The Prosiect 15 programme of work has been developed and implemented which addresses creating digital content in Welsh for different audiences, on different platforms and in different styles and creating new opportunities for people to use Welsh.
- The Project to Protect Place Names programme of work has been implemented to ensure that the Welsh names are protected and continue to be used.



Some of our key achievements

- Progress on the language strategy (2018-23) was reviewed in accordance with the Commissioner's requirements and the monitoring report was published in January 2024.
- Contributed to the work of the Services Board's Welsh Language subgroup which seeks to meet the challenges of recruiting a workforce with Welsh language skills.
- Continued the work to support the establishment of an independent language initiative – Menter laith Gwynedd, to ensure there is grassroots support to increase the use of Welsh.
- In 2023-24, 100% of Gwynedd latecomers achieved the level 1 requirements in the primary Welsh language immersion units.
- Progress against the 7 outcomes of Gwynedd's Strategic Plan - Welsh Language in Education was reported to the Department's Language Forum, Language Committee, and the Welsh Government during the year. The Strategic Plan is the statutory document for Welsh language planning, and the main achievements of the year are:
  - 100% Nursery Provision in Welsh;
  - 100% specialist staff and Additional Learning Needs provision available in Welsh;
  - The activity of the language charter is evident across the county to promote the social use of Welsh;
  - 87.01% of all Gwynedd pupils sit the GCSE Welsh First Language exam.



Annual Performance Report & Self Assessment 2023-24

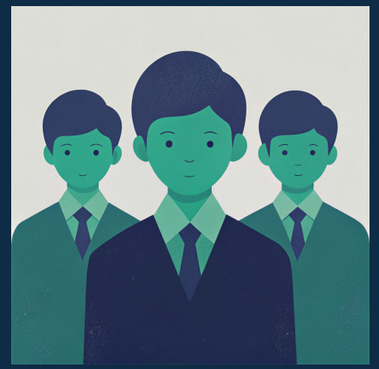
A Welsh Gwynedd

- All schools in Gwynedd have identified their linguistic category in this year's annual census. With the exception of 3 transitional schools, all schools are Welsh medium. We are working with the transitional schools to support them as they plan their journey to increase Welsh medium provision.
- In 2023-24, 99% of whole school primary learners reported undertaking at least 70% of their school activities (curricular and extra-curricular) in Welsh (Welsh medium schools).
- In 2023-24, 96% of whole school secondary learners reported undertaking at least 70% of their school activities (curricular and extra-curricular) in Welsh (Welsh medium schools).
- New elements of the language policy were implemented and promoted including using Welsh names such as Cyngor Gwynedd.
- We collaborated with Bangor University to investigate residents' attitude and language use.
- A digital support package in the form of Google Classroom which includes resources to support latecomers after they return to school after attending the Language Immersion Units, has been created and shared with school staff.

A Welsh Gwynedd

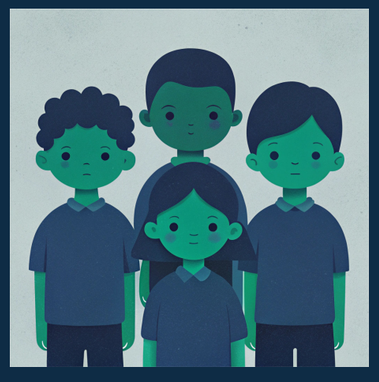


100% of Gwynedd latecomers have achieved level 1 requirements in the primary immersion units



100% of Gwynedd latecomers have achieved level 1 requirements in the Primary/Secondary Transition immersion units

73% of Gwynedd latecomers succeeded to achieve level two requirements (one year average in the primary)



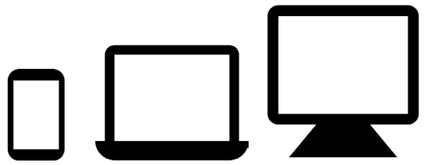
85% of Gwynedd latecomers succeeded to achieve level two requirements (one year average in the Primary/ Secondary)



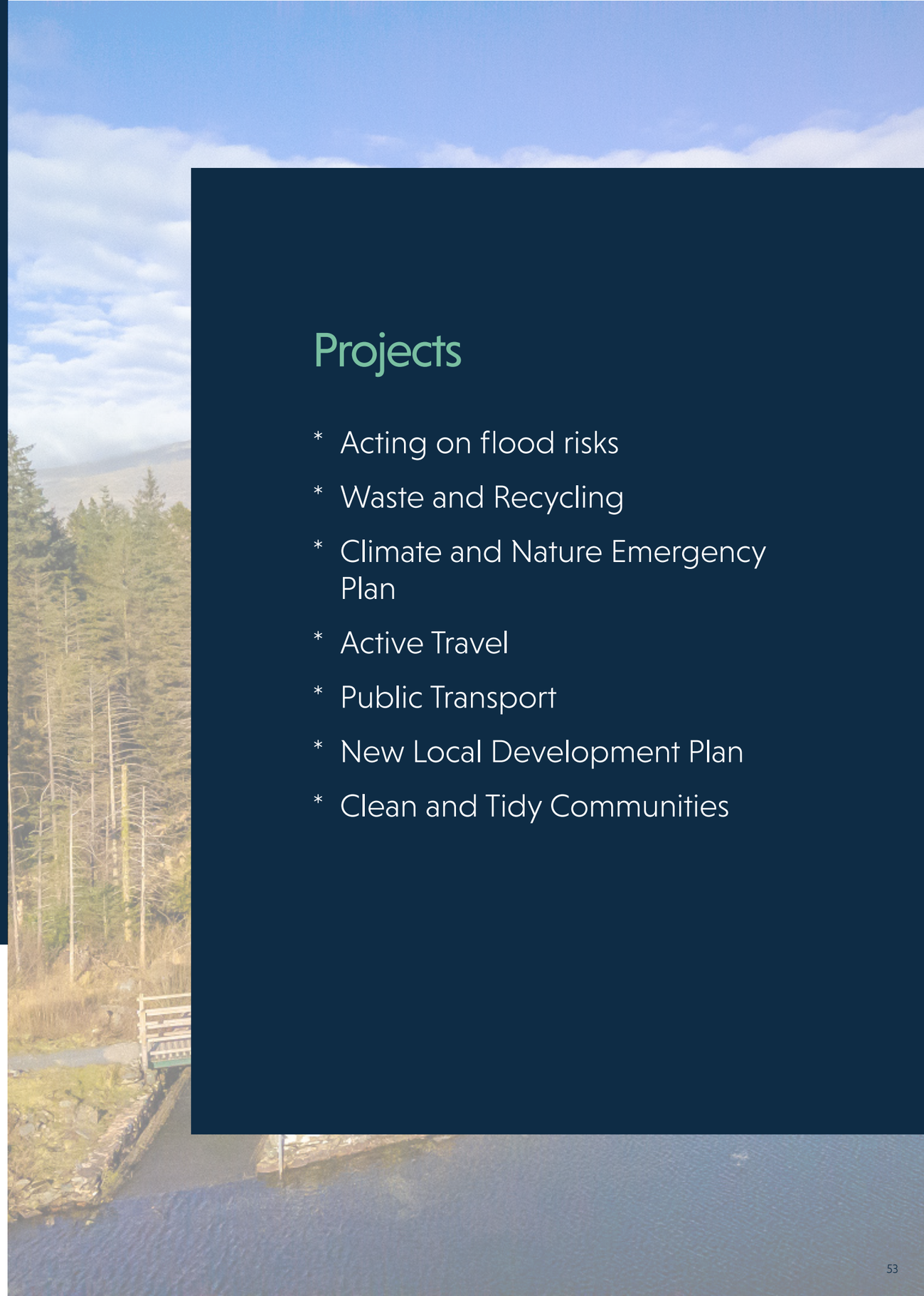
A Green Gwynedd

Cyngor Gwynedd has declared a climate emergency, and our aim is to be a net zero carbon Council and ecologically positive by 2030. Our ambition is to ensure:

- Significant reduction in carbon emissions.
- Response to the effects of climate change.
- An increase in biodiversity and nature habitats.
- An excellent network of routes for residents to have the choice of active travel to their place of work, education or leisure.
- A public transport network that meets the needs of Gwynedd's communities.







Projects

* Acting on flood risks
* Waste and Recycling
* Climate and Nature Emergency Plan
* Active Travel
* Public Transport
* New Local Development Plan
* Clean and Tidy Communities

Project Updates

A Green Gwynedd

Acting on flood risks

Achievements during the year include:

- Our Flood Strategy was presented to Welsh Government following a consultation carried out on the draft document in early 2024. The Welsh Government's response is due before October 2024 and we plan to formally adopt and implement the strategy thereafter.

Waste and Recycling

Achievements during the year include:

- The waste collection arrangements and management were reviewed in order to adopt a series of improvements within the service, which included reducing sickness levels, strengthening health, safety and well-being and the general satisfaction of the workplace, reducing the level of complaints and tackling issues that were causing overspending.
- Particular attention was also given to strengthening Health, Safety and Well-being arrangements across the waste services, and a programme was commenced to improve infrastructure and the recycling treatment arrangements at our sites.
- The data and information was considered in order to provide a clear direction to facilitate the work of reaching the national recycling targets.



Climate and Nature Emergency Plan

Achievements during the year include:

- Assessed the Council's future fleet needs and agreed to invest £1,048,400 over a period of two years in 2023/24 and 2024/25 to replace vehicles for electric ones, in line with the Green Fleet Plan 2023-2029.
- A total of 37 charging points were installed, which included some for the Council's fleet and some for residents' use in public places, with a programme of work to install more points over an additional 20 sites already underway during 2023/24.
- Agreed to invest £416,617 in a pilot scheme to upgrade lights to LED lights on 6 sites.
- Succeeded to attract a £1.75m grant from the Welsh Government to carry out a pilot project to install heat pumps on 3 sites. Agreed to invest £175,478 from the Council's budget in order to be able to claim the grant.
- Wild Landfill Project received the 'gold standard' from Restor (www.restor.eco), the international hub for nature recovery. This is a project which converts former waste landfill sites into nature habitats.
- Provided Carbon Literacy Project accredited training for Council staff and members.

Active Travel

Achievements during the year include:

- Submitted grant applications to extend our network of active travel routes.
- Delivered the projects that were successful in attracting grant funding from the Government, including:
  - Ffordd Penrhos, Bangor - Phase 1.
  - Improving the infrastructure of Lôn Las Ogwen.
  - Providing Bike Shelters at Ysgol Cymerau, Pwllheli.
  - Improving active travel paths and access to Ysgol Godre'r Berwyn, Bala.

Public Transport

Achievements during the year include

- Completed a review of the cross-county public bus network with the aim of:
  - improving the transport provision by amending the timetables to strengthen connections between buses and trains and create wider travel opportunities.
  - adapting our timetables to operate in a more sustainable way in an attempt to increase the possibilities of travelling to rural areas which currently have an insufficient provision.

The outputs of the review included:

  - Introducing a new network for the areas of Dyffryn Nantlle, Caernarfon and Meirionnydd, with the timetables and standard ticket prices responding to feedback received from stakeholders and to optimise resources.
  - Improved the frequency of the G23 between Barmouth and Porthmadog.
  - Better integration between local and TrawsCymru services.
  - Introduced two new flexi services at Dyffryn Dulas and Dolgellau which offers an important transport link in some of the county's rural areas.

- Introduced the T22 service (Caernarfon-Porthmadog-Blaenau Ffestiniog), which operates with electric buses, with a new charging depot located in Porthmadog.

A Green Gwynedd



New Local Development Plan

Achievements during the year include:

- The new Planning Policy Service was established for the Gwynedd local planning authority area, after the collaboration arrangements with Anglesey came to an end in March 2023.
- New governance arrangements were established and implemented for planning policy work, which included holding meetings of the new Planning Policy Working Group.
- A public consultation was held on the Draft Delivery Agreement of the new Local Development Plan, which is the first statutory step of preparing the New Local Development Plan.
- The Full Council's approval was received to introduce the Draft Delivery Agreement to Welsh Government for their seal of approval.

Clean and Tidy Communities

Achievements during the year include:

- There are now 5 Teams working across the County and are busy working to beautify our communities. Local councillors can submit a request for work in their areas, and the workers can update applications on their tablets whilst out working in our communities.
- Consultation sessions were held within our communities to share the principles of the Tidying-up Teams and to give local members an opportunity to express views on the type of work that needs to be targeted and the best way to deliver it.
- In an attempt to reach our aim of realising Clean and Tidy Communities in Gwynedd, we have now incorporated the following services within one new Service, namely the Street Scene Service, in order to be able to focus on the appearance and image of our streets and roads:
  - Street Cleaning
  - Street Enforcement
  - Ardal Ni Tidying-up Team

Since we established the Tidying-up Teams, their work has made a substantial contribution towards improving the appearance and image of our streets and environment and we are glad to report that they have received very positive feedback from Members, town and community councils and local residents.

Some of our key Achievements

- The first Arosfan site, which offers a place for motorhomes to park overnight, has been opened by Cyngor Gwynedd in Cricieth. This is the first of four pilot sites under development by Cyngor Gwynedd in order to gain better control of motorhomes in the county. Work is also being completed on the Arosfan site in Llanberis at the moment, with work also progressing on the sites of North Quay, Pwllheli and the car park of Doc Fictoria, Caernarfon.

- The vast majority (99%) of food businesses which are being inspected continue to reach a score of 3+, and a re-visit is arranged within 3 months for those who receive a lower score.

- The time taken to make a decision on planning applications continues to improve and the Council's performance is exceeding the national average, with Gwynedd in the upper half of Welsh Councils.

- The Service's work to prepare for and implement the 20mph speed restriction arrangements has been praised in general, following extensive engagement with local communities and representatives.

- After securing Government funding, the first phase of the active travel scheme at Ffordd Penrhos, Bangor, was commenced, along with bike shelters at Ysgol Cymerau, Pwllheli, and a community safety scheme near Ysgol Godre'r Berwyn, Bala. Work has also been carried out to upgrade bridges on Lôn Las Ogwen by means of the Llewyrch o'r Llechi scheme.

- During 2023/4, we managed to install 16 x 7kW charging points, and 7 x 50kW charging points, which are available for use by the public on Council sites, and work continues to commission more, early in 2024/25.



- Work to obtain the views of communities has been undertaken, which has fed into the work of drafting the new Nature Recovery Plan which commenced in 2023/24 - and we are aiming to complete the work in 2024/25.

- A new bus service (T22) was launched for the Blaenau Ffestiniog - Porthmadog - Caernarfon route in February.

- A new bus network was introduced in Dyffryn Nantlle and Caernarfon in the Arfon area and also in the Meirionnydd area.

- Our recycling levels are consistent across the period, and we have reached the current national target of 64%.

- We are collaborating with Wrap Cymru and Local Partnerships in the work of preparing a Waste Strategy for the Council, which will be in place in 2024/25.

- 8 Recycling Centres have received almost 14,800 tonnes of waste with 76.8% of this being recycled.

- Defective street lamps were repaired within 2.4 days on average per month. This is better than the target of 3 days.

- Our rate of HGV MOT passes was higher than the monthly national pass rates this year, which shows that we are maintaining our vehicles effectively.

- The results of Keep Wales Tidy's independent survey show that the percentage of clean streets in Gwynedd is 96%, which is higher than the 2023/24 national rate.

- The new Street Scene Services was established at the beginning of the year.

A Green Gwynedd



Recycling levels reaching the national target of 64%

8 Recycling Centres have received almost 14,800 tonnes of waste with 76.8% recycled



Feedback from YGC clients - no score lower than 9 out of 10

99% of inspected food businesses continue to reach a score of 3+





The average number of days to repair streetlamps - 2.4 days



100% of illegal parking complaints are addressed within three days



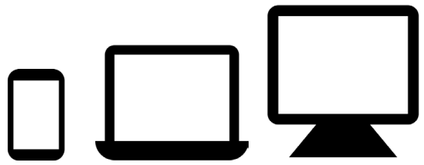
The results of Keep Wales Tidy's independent survey show that the percentage of clean streets in Gwynedd is 96%, which is higher than the 2023/24 national rate

Fly tipping cases have increased 126% this year, following the appointment of new Wardens who have succeeded to record more cases

An Efficient Gwynedd

In order to ensure that the residents of Gwynedd receive the best possible services, we have a responsibility to ensure that our internal operational arrangements are always of the highest standard. Our ambition is:

- To promote a culture of open and inclusive working which always puts the needs of the people of Gwynedd at the centre of everything we do.
- To provide adequate and suitable staffing resources for delivering services.
- To be an organisation that looks after our workforce's well-being and embeds the principles of equality naturally in all parts of the organisation.
- To make the best use of all financial resources.





Projects

* Workforce Planning
* Developing the Council's culture
* Ensuring fairness for all
* Women in leadership
* Managing the impact of national budgetary cuts
* Digital Scheme
* Strategic review of Health and Safety management
* Adopting the Property Assets Management Plan to ensure that our estate is fit for purpose for future working.

Project Updates

Workforce Planning

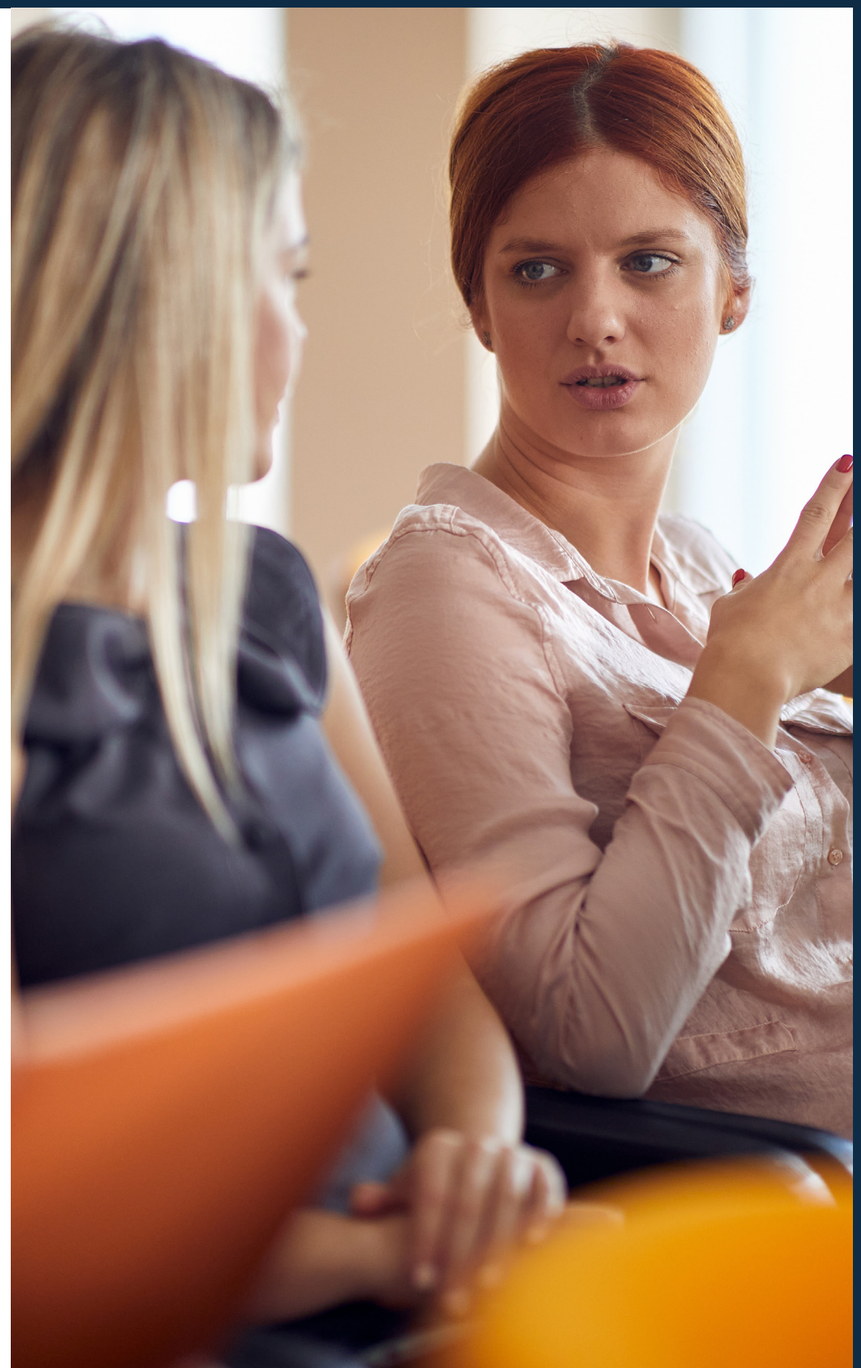
Achievements during the year include:

- Developed the Council's image as an employer, by highlighting the range of career opportunities and the competitive benefits available when working for Cyngor Gwynedd.
- A talent development scheme for the Council's staff was developed and expanded.
- Continued to recruit apprentices and professional trainees, focusing on priority fields.
- Worked with educational establishments to develop the Welsh-language provision that is offered to apprentices / trainees.

Developing the Council's Culture

Achievements during the year include:

- A new Five-Year Plan for the development of the Council's culture was introduced through the "Ffordd Gwynedd" initiative. This is the way of working that we have adopted to put the people of Gwynedd at the centre of everything we do. Culture change, behaviours and mindsets are at the heart of the programme, and it is happening across all areas of Council activity.
- Managers were supported to adapt and apply 'flexible' working arrangements to confirm and strengthen the principles of Ffordd Gwynedd.
- Further small Ffordd Gwynedd reviews were carried out to support departments to improve and develop their performance.



Ensuring fairness for all

Achievements during the year include:

- Expanded our equality training offer especially for front-line workers and in respect of particular characteristics.
- Our new impact assessment procedure was introduced.
- Obtained a level 2 Disability Confident accreditation and an 'Inclusive Employers' accreditation.
- Published the Council's new Equality Plan for the period 2024-28.

Women in Leadership

Achievements during the year include:

- Held more activities that form the basis for the project's work, such as the Developing Potential Programme and the *Sgyrsiau dros Baned*.
- Promoted and raised awareness of unconscious bias and self-awareness amongst managers and staff.
- Held events to raise awareness amongst men.
- Considered the appointment process in terms of trialling anonymising job applicants when drawing up the short list.
- Considered what Services across the Council are doing to encourage women to apply for more senior posts in order to identify and share good practice.
- Addressed the composition of committees and groups to ensure that there is balance in terms of male and female representation.

Managing the impact of national budgetary cuts

Achievements during the year include:

- Monitored that the £5.2m worth of savings for 2023/24, which were approved by the Full Council on 02/03/23, are being prioritised by the Departments to be realised during the financial year.
- Monitored that the Departments are prioritising the delivery of savings that have slipped from previous financial years.
- Conducted a phase 2 review of implementing savings to be realised in the 2024/25 budget onwards.

Digital Scheme

Achievements during the year include:

- The Cabinet adopted a new digital strategy for the Council and the people of Gwynedd on 07/11/23. The Plan outlines improvement plans, risks and any financial implications, either through investment or savings.
- A detailed work programme is now operational, with governance arrangements operational in order to maintain an overview of the implementation of the digital strategy.

An Efficient Gwynedd



Strategic review of Health and Safety management

Achievements during the year include:

- Reviewed the training situation of Managers and Assistant Heads across the Council.
- Introduced a draft detailed action plan to the Council's management team on how to reach an integrated model of managing health and safety.

Adopted the Property Assets Management Plan to ensure that our estate is fit for purpose for future working

Achievements during the year include:

- Held discussions with every Department to assess whether their assets are fit for purpose for the provision of services.
- Reviewed all our policies in relation to property management and maintenance.
- Established what our office needs will be so that we can achieve our flexible working plan.

Some of our key achievements

- Replied to 138,597 requests from the public at our Galw Gwynedd call centre.

- 257,077 on-line requests were submitted through the Council's website during 2023/24, an increase of 30,734 from the previous year. The substantial project to improve the accessibility of the website continues.

- An analysis of the membership of the Residents' Panel was completed and steps to recruit new members commenced, with the support of elected Members in specific wards.

- The Research Team completed 10 projects in the Council's Information Plan and contributed research and evidence for a number of the Council's key projects, including transforming care services, sustainable visitor economy, and equality.

- A Staff Voice Survey was held during the year. The results will be used to identify the needs of employees in terms of well-being and to draw up the Cyngor Gwynedd Well-being Strategy.

- Succeeded to procure a new case management system for the Legal Service jointly with partners. The system has been installed and is operational. This will allow the Council to continue to maintain now essential electronic legal services and develop more integrated systems to support key work such as child protection.



- By the end of March, the collection rate for the year for Council Tax was 94.4% and Non-domestic Rates was 94.81%. We are working to increase this further during the year to come.

- The Finance Department is supporting the Council's departments to monitor the delivery of savings to the value of £5.2m in the 2023/24 budget, as well as further savings to the value of £5.6m in the 2024/25 budget.

- The new Digital Plan will enable us to take advantage of opportunities to innovate and to embed digital technology to improve our residents' living standards, collaborate better with partners, and strengthen and improve the accountability of our services for the needs and expectations of our customers.

- The Internal Audit Service has considered how it "adds value" and has adapted its purpose

- The collaboration with the Wales Pension Partnership has gone from strength to strength and the fund has started to pool our private equity and infrastructure investments and develop options to pool property assets. The pool has provided the investment options in order to implement the new asset allocation gradually, in line with the conditions of the market.

- The fund has invested in a Sustainable Equity Fund and has engaged with companies to continue to implement our responsible investment policy.

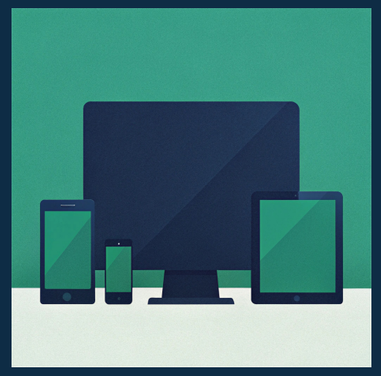
An Efficient Gwynedd



77% of freedom of information requests were answered on time

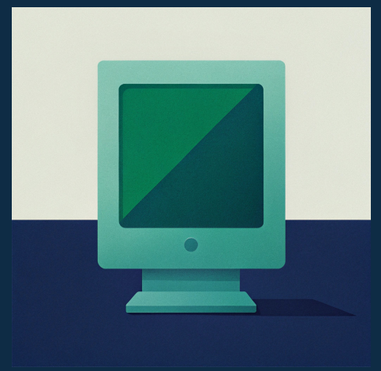
40,985 tonnes of carbon from procurement activities compared with 54,584 in the previous year (based on the Welsh Government's formula)





Number of new devices introduced to the schools

Ipads	2,066
Chromebooks	5,966
Laptops	5,904
Total	13,936



Score for the website: 82% of those who used the satisfaction tool noted a satisfaction score of 5 out of 5

257,077 online requests were submitted through the Council's website, an increase of 30,734

Average time taken to process a new benefit application reduced to 19.39 days compared with 20.29 days in 2022/23

Average time taken to process a notice of change in circumstances (benefits) reduced to 3 days compared with 4.27 days in 2022/23



Contribution to the five Ways of Working in the Well-being of Future Generations (Wales) Act 2015

	Long term	Prevention	Integration	Collaboration	Involvement
TOMORROW'S GWYNEDD - Giving our children and young people the best possible start in life					
Transforming education for children in their early years	✓	✓	✓	✓	✓
Free School meals	✓	✓	✓		
Modernising buildings and the learning environment	✓	✓	✓	✓	✓
Promoting the well-being of children and young people and reducing the cost of sending children to school	✓	✓	✓	✓	✓
Extending opportunities for play and socialising for the county's children and young people	✓	✓	✓	✓	✓
A PROSPEROUS GWYNEDD - Strengthening the economy and supporting the people of Gwynedd to earn a decent salary					
Promoting our culture and a sustainable visitor economy	✓	✓	✓	✓	✓
Regenerating communities and town centres	✓	✓	✓	✓	✓
Creating the best possible circumstances in Gwynedd for businesses and community enterprises to thrive, and support the people of Gwynedd into work	✓	✓	✓	✓	✓
Keeping the Benefit Local	✓	✓	✓	✓	✓
A HOMELY GWYNEDD - Supporting the people of Gwynedd to live in suitable and affordable homes in their communities					
Increasing the supply of housing for local people	✓	✓	✓	✓	
Dealing with the energy cost crisis and fuel poverty	✓	✓		✓	
Ensuring that no one is homeless in Gwynedd	✓	✓		✓	
Managing second homes and short-term holiday accommodation	✓	✓	✓	✓	✓
A CARING GWYNEDD - Supporting the residents of Gwynedd to live full and safe lives in our communities					
Local Preventative Support	✓	✓	✓	✓	✓
Living independently	✓	✓	✓	✓	✓
Specialist Quality Care	✓	✓	✓	✓	✓
Supporting People's Well-being		✓	✓	✓	✓
Autism Plan	✓	✓		✓	✓
Developing residential provision for children who are looked after in small group homes	✓	✓	✓	✓	✓

	Long term	Prevention	Integration	Collaboration	Involvement
A WELSH GWYNEDD - Ensuring that we give our residents every possible opportunity to use the Welsh language in the community					
Modernising and extending the immersion provision to teach Welsh to children	✓	✓			
Promoting the use of the Welsh Language by the residents of Gwynedd	✓	✓	✓	✓	✓
A GREEN GWYNEDD - Protecting the county's natural beauty, and responding positively to the climate change crisis					
Acting on flood risks	✓	✓	✓	✓	✓
Waste and Recycling	✓	✓	✓	✓	✓
Climate and Nature Emergency Plan	✓	✓	✓	✓	✓
Active Travel	✓	✓	✓	✓	✓
Public Transport	✓	✓	✓	✓	✓
New Local Development Plan	✓	✓	✓	✓	✓
Clean and Tidy Communities	✓	✓	✓	✓	✓
AN EFFICIENT GWYNEDD - Putting the residents of Gwynedd first and treating them fairly and ensuring that the Council performs effectively and efficiently					
Workforce Planning	✓	✓	✓	✓	✓
Developing the Council's Culture	✓	✓	✓	✓	✓
Ensuring fairness for all	✓	✓		✓	
Women in Leadership				✓	
Managing the impact of national budgetary cuts	✓	✓	✓	✓	✓
Digital Scheme	✓	✓	✓	✓	✓
Strategic review of Health and Safety management	✓	✓	✓	✓	✓
Adopting a Property Assets Management Plan to ensure that our estate is fit for purpose for future working	✓	✓	✓	✓	✓

www.gov.wales/well-being-of-future-generations-wales

Annual Performance Report & Self Assessment 2023-24

CYNGOR GWYNEDD