

MEETING	Communities Scrutiny Committee
DATE	22 January 2026
TITLE	Gwynedd and Anglesey Public Services Board Progress Report
REASON FOR SCRUTINY	The Committee's role to scrutinise the work of the Public Services Board
AUTHOR	Sandra Thomas. Programme Manager Gwynedd and Anglesey PSB
CABINET MEMBER	Councillor Menna Trenholme, Deputy Leader of the Council

1. Why it needs scrutiny?

The Communities Scrutiny Committee has a role to monitor the Public Service Board's progress in implementing the Gwynedd and Anglesey Wellbeing Plan 2023-28.

The Wellbeing Plan sets out how the Public Service Board will meet its responsibilities under the Well-being of Future Generations (Wales) Act 2015.

By scrutinising the governance structure and delivery arrangements of the Board as well as scrutinising the implementation of the scheme the Committee will be satisfied or recommended for improvement.

2. What exactly needs scrutiny?

- Governance structure
- What are the monitoring arrangements?
- What progress has been made in realising the Wellbeing Plan?

3. Summary of the key highlights for 2025 (See Appendix 1 for detail):

- 3.1 The PSB is in year 3 of the current 5-year Well-being Plan, most of the objectives have either been completed or there is a workplan in place with a proposed timescale for completion. Face to face quarterly meetings are very well attended and give members an opportunity to network and collaborate on a wide number of issues affecting our communities. The meeting agendas are focussed on decision making and prioritising action as opposed to being an information sharing forum. Whilst the PSB is a strategic forum, it is fair to say that the Gwynedd and Anglesey PSB has developed to have an operational perspective with many examples of partners jointly collaborating, sharing good practice, learning lessons and moving forward together.

3.2 This year, the PSB has collaborated more closely with the Welsh Government, the Future Generations Commissioner, the Welsh Language Commissioner, and the Children's Commissioner for Wales to achieve its objectives. Examples include:

3.2.1 Leading on collaborating with the Children's Commissioner to pilot delivering masterclasses on **Children's Rights** to all PSB member organisations in north Wales. The sessions are aligned with the those planned for Cyngor Gwynedd members in February. Proposed dates in March 2026 and location confirmed as Neuadd Reichel, Bangor University.

3.2.2 The **Welsh Language** sub-group has completed the Good Recruitment Practices Project and is working with partners on the "Busting the Myths About Working in Welsh Project" – to be launched at the Urdd Eisteddfod in May.

3.2.3 **Healthy Travel Charter:** 6 members of the Board co-signed the Charter in the presence of Ken Skates, Minister for Transport, Welsh Government in March. 4 other members are in the process of committing to the Charter – including North Wales Police, BCUHB and Grŵp Llandrillo-Menai. The PSB Sub-Group in Gwynedd and Anglesey is seen as an excellent example in terms of collaboration and progress and sets the way for similar groups across the north. Members of the group have created case studies within their organisations showing examples of good practices in implementing the Charter and are open to sharing ideas and resources to avoid duplication.

3.2.4 **Being a Trauma Informed PSB:** A bespoke workshop on what it means to be Trauma Informed was held for all Board Members, delivered by Anglesey Council experts. This was followed by a baseline questionnaire shared to assess current understanding and practice. There are plans in place to replicate this workshop with PSB partners across north Wales in 2026. Jane Hutt, the Cabinet Secretary for Health and Social Services, Welsh Government, presented the development as *"an innovative one reflecting cultural and systemic change, fostering environments responsive to trauma and adversity. It is also an example of the emphasis of the Act on partnership, with public bodies working together to build resilience and improve outcomes for communities across Gwynedd and Anglesey"*.

3.2.5 Derek Walker, the **Future Generations Commissioner for Wales**, attended the PSB's September meeting in person and was pleased with the level of collaboration and innovation shown by PSB members in Gwynedd and Anglesey. He was also enthusiastic about the examples put forward of engaging with our communities on wellbeing matters.

4. **Background and Context:**

4.1.1 The [Well-being of Future Generations \(Wales\) Act 2015](#) places a duty on public bodies to improve the social, economic, environmental and cultural well-being of Wales. The Act is based on the sustainable development principle and places a duty on public bodies to set and publish well-being objectives and to take every reasonable step to achieve these objectives. The Act also established Public Services Boards with representation from key public and voluntary bodies in each county. Gwynedd and Anglesey's public organisations have come together to collaborate on one Board. Every five years, Public Services Boards must prepare

and publish an assessment of the state of the economic, social, environmental and cultural well-being of their areas and use this as a basis for the Well-being Plan for the next five years.

- 4.1.2 One of the main challenges for the Board is to establish where we can add the most value and make a difference together, with the limited resources and capacity available to us. In developing the Well-being Plan, we had conversations about where we can make the biggest contribution without duplicating the good work already underway in other partnerships and organisations. The Board has learned from experience and adapted its structures over the period.

4.1.3 **Well-being Plan Objectives 2023-28:**

The Gwynedd and Anglesey Well-being Plan 2023-28 was published in May 2023. There are **three specific Well-being Objectives, namely:**

- *We want to work together to mitigate the impact of **poverty** on the well-being of our communities.*
- *We want to work together to safeguard and improve the well-being and success of our **children and young people** to realise their full potential.*
- *We want to work together to support our services and communities to shift towards **Net Zero Carbon**.*

- 4.1.4 The **Welsh Language** is a permanent priority for the Board and we will promote it in all aspects of our work.

- 4.1.5 The methodology of **Whole System Healthy Weight: Healthy Wales** has been adopted as a way of working through this work. This approach puts the spotlight on leadership and enabling change through local collaboration and participation. It means working jointly with everyone (professionals and local communities) that could influence the flow of healthy and affordable food choices and create opportunities to allow people to move more and keep fit.

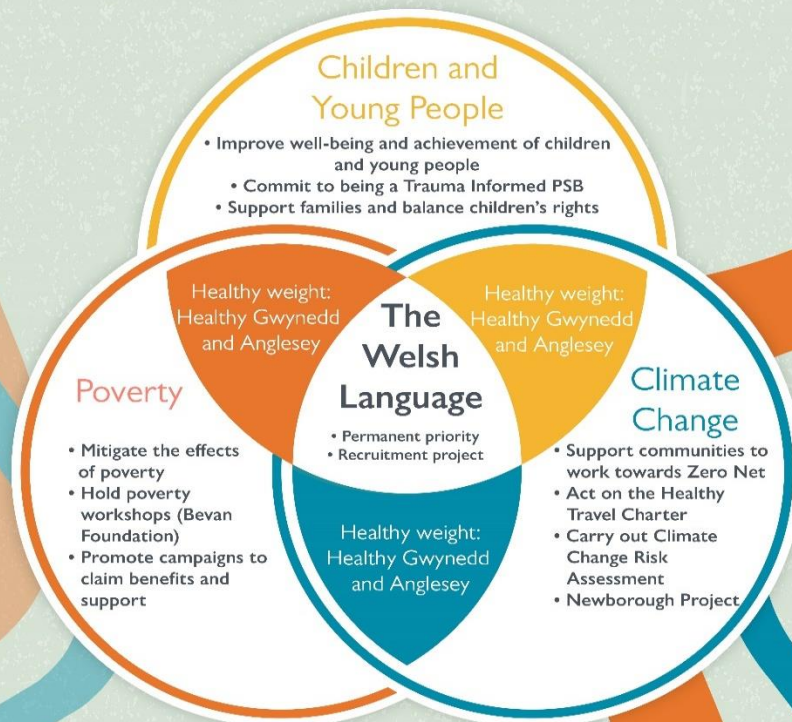
4.2.1 **2025 Delivery Plan:**

The Board has set its general objectives and direction for the work over the period of the Plan and a detailed plan has been put in place for the initial period, 2023-2025, which is reviewed annually.

The diagram below shows how the Board prioritises achieving the objectives as well as showing the relationship with Healthy Weight and the Welsh Language:

Gwynedd and Anglesey Public Services Board

2023-2025 Priorities



Website - www.llesiantgwyneddamon.org
Email - post@llesiantgwyneddamon.org

4.2.2 Delivery Structures:

Due to previous successes and an ongoing focus in the Welsh Language Sub-group, the PSB agreed that it should continue in its current form – with Dr Lowri Hughes from Bangor University as the Chair. Following an independent academic assessment of the efficiency of other PSB sub-groups, it was resolved to proceed with the recommendation to establish a Task and Finish Group with more of an operational focus for the other actions. Therefore, all the actions prioritised under

the three main objectives are implemented by a Task and Finish Group with operational staff from PSB member organisations working together to reach the short-term goal.

4.2.3 Regional support and collaboration:

The PSB is supported regionally by the North Wales Insight Partnership (NWIP), which includes officers from across the public sector and connects organisations and communities across the region. NWIP encourages regional partnership work to align priorities and identify opportunities across Public Services Boards, the Regional Partnership Board, and the North Wales Economic Ambition Board.

The Welsh Government provides a Regional Support Grant to the North Wales PSB which is managed by Cyngor Gwynedd on behalf of the region's PSBs. The purpose of this support is to encourage collaboration and innovation between the three PSBs. This grant supports the development of some innovative approaches to engagement and co-production, which have already helped support the delivery of the local well-being objectives.

The Wales Co-production Network provides long-term support for engagement and co-production across North Wales. The PSB uses the support of this Network to help engage locally with communities.

4.2.4 Monitoring:

The Welsh Language Sub-group and the Task and Finish groups are accountable to the Public Service Board in relation to the delivery of any commissioned work. They will update the Board on progress every quarter, and their submitted progress reports will be challenged and discussed at Board meetings. The Board's support team also has a role to play between Board meetings to support and sustain the work of the sub-groups. In addition, an annual report will be published by the Board summarising progress as the Board works towards achieving its strategic aims.

The Board's work will be checked regularly by the Scrutiny Committees of Cyngor Gwynedd and Anglesey Council. The Well-being Act and the associated national guidelines note three roles for scrutiny committees of Local Authorities when providing democratic accountability for the Public Services Board:

- Reviewing the governance arrangements of the PSB
- Statutory consultee on the Well-being Assessment and the Well-being Plan
- Monitoring progress of the efforts of the PSB in the implementation of the Well-being Plan

4.3 Progress to date in 2024/2025: See Appendix 1

5. Consultation

The Public Services Board formally consults with communities on the Wellbeing Assessments as well as the Wellbeing Plan. We also hold engagement sessions with community groups and with schools.

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

The Gwynedd and Anglesey Public Services Board operates in line with seven leading principles. Five of these are the national sustainable development principles (**the five ways of working**) and two have been added by the Board locally. These principles will help us to work together, avoid repeating past mistakes and get to grips with some of the challenges we will face in the future.

6.1 Have you **included** residents / service users? If not, when and how do you plan to consult them?

Our residents and our communities have an important role to play when planning services for the future and we will ensure that their perspectives and experiences are central to the process of planning the work of the Board. We will adopt the National Participation Standards for all ages and ensure that the Board works within those standards. We will ensure that people can communicate with us in their preferred language and medium.

6.2 Have you considered **collaborating**?

We will try to remove the barriers which prevent effective collaboration. We will also share information and good practice between Board members and our residents about what is being done to realise objectives and priorities. We will consider the Board's membership regularly and will ensure that the right partners are included in order to achieve our objectives.

6.3 What has been done or will be done to **prevent** problems arising or getting worse in the future?

We will use trends data to identify the problems which will face our communities in the future and will develop and implement plans to prevent them. We will work with communities to enable them to do more to prevent issues from developing, and support programmes that can make a real difference in the long term.

6.4 How have you considered the **long term** and what people's needs will be in years to come?

We will continue to gather data to ensure a better understanding of how communities look now and how they will look in the future as a result of factors such as demographic changes. We will also look at which national and regional changes are on the horizon and try to analyse the effect on our communities. By doing so, we can work together as partners and residents to plan services for the future.

6.5 To ensure **integration**, have you considered the potential impact on other public bodies?

We will work in a way that will contribute to more than one goal where appropriate and in accordance with Welsh Government's national wellbeing objectives. We will try to integrate services if evidence shows that this gets the best results for our communities. We will consider other local and regional strategies and plans that work towards the same or similar goals and work together in order to achieve them.

7. Impact on Equality Characteristics, the Welsh Language and the Social Economic Duty

A comprehensive impact assessment was carried out with the adoption of the Wellbeing Plan in 2023. It included assessments on equality characteristics, the Welsh language and the socio-economic duty (Equality Act 2010). We support the Board's partners with Impact Assessments as needed.

8. Next Steps

Following reporting to the Communities Scrutiny Committee the report will be shared with PSB Members with any recommendations. The report will also be scrutinised by Anglesey County Council's Scrutiny Committee.

APPENDIX 1 – 2025 in detail

1. The Welsh Language:

Challenging and Myth Busting Project:

Tylwyth were commissioned to create a supportive and useful resource which would bust myths about working locally through the medium of Welsh, and within the public sector. Comments such as 'My Welsh isn't good enough to work within a public organisation' or 'The ability to speak Welsh in not an advantage' are often heard when discussing job opportunities within organisations. By conducting the sessions and delving deeper into the myths and their origins, the visual and digital resource will serve as a means to dispel the myths by showing the true picture of working within a public organisation in north Wales through the medium of Welsh. The support available and the structures that are in place within the organisations are shown to ensure that opportunities are available, regardless of the employee's Welsh Language ability.

This project explores and identifies the myths that exist about the Welsh Language, whether in the workplace or within the community, and seeks to challenge them by identifying processes that can be put in place to dismantle these myths. There is also an emphasis on the experience of employees and the public regionally, and their ideas, comments and opinions are gathered during focus groups, interviews and sessions with the aim of using them as a basis for digital/visual output.

Focus groups have already been held with the graduates and apprentices within Cyngor Gwynedd before Christmas in order to gather their views, comments and impressions of learning Welsh and working in a Welsh-medium workplace. The Welsh Language Unit also shared the 12 Myths about the Welsh Language on social media platforms to raise awareness of the project. A session has also been delivered with pupils at Ysgol Brynrefail, Llanrug in partnership with Careers Wales, again to gather their views, impressions and their ideas about working in a Welsh-medium workplace.

Form of Delivery:	Welsh language Sub-group
Membership of the Sub-group:	Bangor University (Chair); Isle of Anglesey County Council, Cyngor Gwynedd, North Wales Police, North Wales Fire and Rescue Service, Natural Resources Wales, Parc Cenedlaethol Eryri, BCUHB
Collaborate with:	ARFOR, Welsh Language Commissioner
Funding	£22k from the Regional PSB Fund
Completed	To be completed by the end of April 2026 and launched at Eisteddfod yr Urdd in Anglesey (May 2026)
Outcomes:	<ul style="list-style-type: none">• Understand key issues regarding the recruitment of Welsh speakers by dispelling myths that exist about working within public organisations.• Convince current employees, prospective employees and the community that there are quality job opportunities available within local

	<p>public organisations and that their ability in Welsh makes them eligible to work there, whether they are fluent or learners.</p> <ul style="list-style-type: none"> • A multi-use digital resource that is useful for public organisations to use when recruiting and promoting opportunities. • A library of social media assets in the form of video clips, posts etc.
Next steps:	<ul style="list-style-type: none"> • Run a marketing campaign using digital and visual resources. • Launch the resource at Eisteddfod yr Urdd in Anglesey, May 2026. • Share resources with the Public Services Boards beyond North Wales. • Ensure the resource is used during the recruitment process, promotion of opportunities, and collection of feedback.
Next project:	Dependent on availability of regional grant funding
How we will measure progress:	<ul style="list-style-type: none"> • Organisations will use the resource for advertising and recruiting for jobs. • Organisations will note an increase in the number of local workers applying for jobs. • The Welsh Language will be more visible within services and communities. • There will be better understanding by organisations of the key issues regarding the recruitment of Welsh speakers. • The resource will dispel the myths that exist regarding the Welsh Language.

2. Healthy Weight:

<p>Healthy Weight: Membership of the Healthy Weight Task & Finish Group continues to grow, with leading organisations being represented.</p> <p>The Whole Team System Healthy Weight Team has commissioned 'Food Active' and they're working with the Isle of Anglesey County Council to co-produce the guide and checklist for the pilot: Promoting Active Environments and Healthier Food: Good practice guide and checklist. The purpose of the checklist is to:</p> <ul style="list-style-type: none"> • Provide a resource for organisations to review their policies and internal activities in order to promote healthier weight and demonstrate good practices. • Offer suggestion on areas for improvement and prioritizing their efforts. • Lead on developing and agreeing potential additional actions for the organisation to support a Whole System Approach to healthy weight. • Provide opportunities for organisations to consider how they can work with partners within the local system by adopting a Whole Systems Approach. <p>Many resources have already been developed with more being developed to support the pilot. The aim is to introduce this pilot to the rest of north Wales and Wales.</p> <p>A link has been made with the Healthy Travel Charter Sub-Group as there are aspects of both groups that overlap, and members of the Healthy Weight group will receive a presentation from a member of Isle of Anglesey County Council staff who has been key in mapping walking routes for staff during lunchtime, promoting wellbeing and staying healthy. It is cited as an example of good practice. Similarly, a member of the Healthy Weight Sub-Group will give a presentation to the Healthy Travel Charter Sub-Group on the Active Workplace toolkit – Active North Wales, which includes a policy, and videos of activities staff can do at their desks.</p>	
Form of Delivery:	Healthy Weight Task & Finish Group
Membership of the Sub-group:	Isle of Anglesey County Council, Public Health Team BCUHB, Cyngor Gwynedd, Grŵp Llandrillo-Menai, Byw'n Iach, Actif North Wales, BCUHB
Collaborate with:	Healthy Weight Regional Strategic Partnership Group
Funding	No additional funding beyond current member budgets
Timetable	Well-being Plan Period 2023-2028

Outcomes:	<ul style="list-style-type: none"> • Use the National Indicators and Milestones to create a dashboard, goal and focus for the group's work. • Collect existing data regarding Healthy Weight and identify where the group can make a difference. • The Public Health Team to continue providing feedback on planning applications in Gwynedd and Anglesey.
Next steps:	<ul style="list-style-type: none"> • Develop a detailed action plan for the group focusing on short-and-medium-term work that can be carried out within the organisations, with measurable achievable steps. • The Public Health Team to extract data for Gwynedd and Anglesey from the System Mapping & Change and the ripple effect in order to collect what is happening within the region and use it for pre-planning.
How we will measure progress:	<ul style="list-style-type: none"> • Working with the Public Health Team and Regional Partnership to ensure that the impact of the Task & Finish Group's work can be seen.

3. Climate Change Objective:

3.1 Implementing the Healthy Travel Charter: <p>Since March 2025, 5 members of the Board have individually signed the Healthy Travel Charter, with North Wales Fire & Rescue Service joining the 5 to co-sign the Charter as members of the Gwynedd and Anglesey Public Services Board, in the presence of Ken Skates, Minister for Transport, Welsh Government. We are the first Board in Wales to co-sign the Healthy Travel Charter. Members collaborate, share ideas and good practices, and progress is seen in the overall member score on the baseline assessment completed each quarter. The score at the end of quarter 2 (September) was 20. A minimum score of 30 is required to pass Level 1 of the Charter, and 2 years given to complete it.</p> <p>The Sub-Group in Gwynedd and Anglesey is seen as an excellent example in terms of collaboration and its development, and it leads the way with similar groups across the north. The group members have created case studies within their organisations that show examples of good practice, the implementation of the Charter, and are open to sharing ideas and resources to avoid duplication. Everything will be posted on the Board's website and is already being shared with other public organisation across north Wales.</p> <p>Arrangements are underway to hold a special meeting of the Healthy Travel Charter Sub-Group in March 2026 to celebrate the year since the signing of the Charter, but also to congratulate other organisations on the Board that will sign the Charter individually and as members of the Board. An invitation is extended to Derek Walker, Future Generations Commissioner to the event and to receive feedback from the Learners' Voice session with students from Grŵp Llandrillo-Menai held at the beginning of December. This included students from across Gwynedd.</p>	
Form of Delivery:	Task and Finish Group
Membership:	Isle of Anglesey County Council, Cyngor Gwynedd, Bangor University, BCUHB, Natural Resources Wales, North Wales Fire & Rescue Service, Grŵp Llandrillo-Menai, Medrwn Môn & North Wales Police.
Collaborate with:	Public Health Wales, Walk, Wheel, Cycle Trust (formally Sustrans)
Funding	No additional funding beyond current member budgets
Timetable	Two years (September 2024 – August 2026)
Outcomes:	<ul style="list-style-type: none"> • Promote and implement the North Wales Healthy Travel Charter. • Discussions and consultation with Transport for Wales regarding proposed changes to public transport in 2028. • Hold a celebration to mark a year since signing the Charter and welcome new members to sign and co-sign.
Next steps:	<ul style="list-style-type: none"> • Continue to work together as PSB organisations to complete the Charter. • Support new organisations to sign the Healthy Travel Charter. • Establish a partnership with Transport for Wales to respond to the challenges faced by public sector staff in commuting healthily to the workplace.

How we will measure progress:	<ul style="list-style-type: none"> • Noticeable increase in the overall score for the Board's baseline assessment for the Healthy Travel Charter. • Report on the number of new PSB organisations that have committed to the Charter and are implementing it. • Increase the number of staff in organisations who commute by any means other than traveling by car (not EV) to the workplace.
Welsh Language Action:	We will implement and commit to the Charter in Welsh. All resources will be available bilingually.
Implement the Healthy Weight Approach	Support and promote staff of all Board organisations to make more beneficial choices when commuting to work, when travelling during work and in their leisure hours, by sharing good practices and up-to-date information about schemes such as the Cycle-to-work scheme, EV cars and walking maps/routes.

3.2 Climate Change Risk Assessment:

The Future Generations Act 2015 includes a recommendation that *by the end of 2027, Public Services Boards should assess climate risks for their communities and update their findings every five years as part of their well-being assessments. Public bodies must integrate these findings into their corporate and strategic planning.*

The three north Wales PSBs have agreed to work together to provide one joint assessment with options to drill down to county level

Form of Delivery:	Task and Finish Group
Membership:	6 x North Wales LAs, North Wales Fire and Rescue Service, Bangor University, Wrexham University , BCUHB, Natural Resources Wales, Parc Cenedlaethol Eryri
Collaborate with:	North Wales PSBs
Funding	Regional PSB Fund (£35k over two years)
Timetable	2 years September 2024 – August 2026
Outcomes:	<ul style="list-style-type: none"> • Complying with the Future Generations Act to carry out a Climate Change Risk Assessment • A gap analysis comparing the new North Wales CCRA with CCRA Cymru • A comprehensive North Wales CCRA at both regional and county levels • A user-centric report summarising risks and recommendations for short-, medium-, and long-term planning • Input into next Well-being Assessments in 2026/27.
Next steps:	<p>The work on collating and coordinating all information with existing reports in the field has begun.</p> <p>Wrexham University have been unable to host the graduate researchers without amending the specification, the qualifications and the research brief. Bangor University has stepped in with PHD students and procurement is underway for the Lead Writer role. This has pushed the timeline back with the final report due to be submitted in June 26. This will still ensure the final report can feed into the Wellbeing Assessments in 2026.</p> <p>**We have learned that working together regionally on operational issues places a number of obstacles in front of us. Nevertheless, the desire from officers across all the partners to persevere and ensure the success of the project is evident**</p>
How we will measure progress:	<ul style="list-style-type: none"> • There will be a complete assessment of the impact of climate change and the well-being and obituaries of that, with and identified response actions to mitigate impact and proactively respond. • Risk assessment completed • Well-being plans respond to the risks and identify outputs and outcomes.
Welsh Language Action:	All output is bilingual

Implement the Healthy Weight Approach	The assessment will analyse feedback and data from residents highlighting how climate issues are also having an impact on their well-being
---------------------------------------	--

3.3 Newborough Project:

This is a pilot, and the intention is to develop a model or good practice that could be applied across the area of partnership working to respond to a problem. We are trialling a different, collaborative approach to addressing access and traffic problems in the Newborough and Llanddwyn area of Anglesey. It's a new way of working where the organisations around the table share challenges and solutions, collaborate on one plan, share resources and communicate as one voice with the stakeholders.

Form of Delivery:	Task and Finish Group
Membership:	Anglesey Council, Natural Resources Wales, Medrwn Môn, North Wales Police
Collaborate with:	Wales Co-Production Network, Menter Môn, Bro Aberffraw Alliance
Funding	£8.5k from the Regional PSB Fund in 2023/24 £15k from the Regional PSB Fund in 2024/25
Timetable	Pilot: 2 years (March 2024 – April 2026)
Outcomes:	<ul style="list-style-type: none"> • Taking concerns and solution ideas from the local community, officers have already undertaken some interim measures and are working on a project plan that includes short, medium and long-term actions. • Closer collaboration between the agencies on community safety issues such as parking, access, beach fires, and consequently earlier implementation of solutions. • Open communication lines with the community with protests averted. • Undertook a review of the pilot to date to share regionally as a potential solution for community well-being issues.
Next steps:	<ul style="list-style-type: none"> • Reporting back on progress to the local community in the hope that they will see a genuine difference by Easter 2026 • Council officers are assessing the solutions that require capital expenditure and researching specific funding sources • Undertake a review of the pilot to date with the intention of sharing it regionally and offering it as a potential solution for community well-being issues and a rare example of implementing the Five Ways of Working.
How we will measure progress:	<ul style="list-style-type: none"> • Measures such as traffic and visitor data in the area • Questionnaire for local people measuring satisfaction and well-being improvements
Welsh Language Action:	Have secured bilingual specialists and facilitators in the public sessions and have specifically enabled local people to take part and express their concerns and ideas in Welsh. All communication is bilingual.
Implement the Healthy Weight Approach	Local people have reported that they do not use the forest or the beach during the summer months as it is so busy and over-tourism. The situation is having a detrimental effect on their day-to-day lives and well-being. This project addresses the lack of access to natural resources such as Llanddwyn for local people.

4. Children and young people objective:

4.1 Committed to being a Trauma-Informed PSB:

There is a framework in place in Wales to help ensure that:

- Officers in organisations are aware of adversity and trauma and understand how they affect children and young people.
- Organisations are aware of how to step in and prevent adversity and trauma from happening.
- That organisations are aware of how to support someone that has been affected by trauma.

This is an example of one PSB partner, Isle of Anglesey County Council, who is pioneering in the field, using their experience and expertise to support and empower partners to improve their services to the communities of Gwynedd and Anglesey.

- ✓ *"A special session. Thank you! I didn't think this was relevant to our organisation, but it really made me think"*
- ✓ *"It would be great to collaborate on the next steps to make this a reality in our institutions"*
- ✓ *"Great session, a follow-up course would be very beneficial for the future"*
- ✓ *"Let's ask ourselves if we are supporting our staff sufficiently. If not, what can we do better or differently?"*

Regular discussions are held between the Public Services Board and Cyngor Gwynedd to ensure that the development is carried out in terms of being Trauma-Informed, by responding to the outcomes of the baseline assessment produced for Cyngor Gwynedd.

Form of Delivery:	Hold specific sessions with experts on Trauma to Regional PSB members
Collaborate with:	Isle of Anglesey County Council and Trauma informed UK
Funding	The first session was supported by staff and resources from Isle of Anglesey County Council. A sum of money has been earmarked for the Regional PSB Grant to commission Trauma informed Wales to hold further sessions (£5k).
Timetable	Initial training sessions held in June 2025. PSB Members have undertaken a baseline assessment of their organisation with a view to collaborating on a further bespoke training sessions.
Outcomes:	<ul style="list-style-type: none"> • All Board members will be knowledgeable about trauma and the impact of trauma on the lives of children and young people • PSB organisations are aware of adversity and trauma and understand how they affect people. • That PSB organisations are aware of how to step in and prevent adversity and trauma from happening. • That PSB organisations are aware of how to support someone that has been affected by trauma. • That members get direct experience of the professional development that can be delivered within the workplace. • These sessions will be open to partners from the three PSBs and will have spaces for additional representatives from each organisation. • It will be possible to organise a follow up for those who attended the first session.
Next steps:	<ul style="list-style-type: none"> • Confirm brief and outcomes for the expanded training workshops • Arrange and hold the workshops by May 2026 • Open the training workshops to public sector colleagues across the region.
How we will measure progress:	<ul style="list-style-type: none"> • All Board members will be knowledgeable about trauma and the impact of trauma, ensuring that the PSBs respond proactively in the Wellbeing Plans. • PSB organisations across N Wales will be trauma informed

	<ul style="list-style-type: none"> We will know this by monitoring members who have attended the training.
Welsh Language Action:	<i>All resources and sessions will be fully bilingual</i>
<p>Significant national development:</p> <p>The Cabinet Secretary for Social Justice, Trefnydd and Chief Whip (CSSJTCW) is giving evidence to the ESJ Post-legislative inquiry into the Well-being of Future Generations Act at the end of the year. A key theme of the inquiry is the implementation of the Act in practice and the following case study was presented by Welsh Government staff:</p> <p>Case Study: Gwynedd and Anglesey PSB's Collaborative Journey to Becoming Trauma-Informed</p> <p><i>Gwynedd and Anglesey Public Services Board (PSB) is actively embedding the principles of the Well-being of Future Generations Act through its commitment to becoming a trauma-informed PSB. This strategic direction reflects the PSB's wellbeing objectives around prevention, long-term thinking, and integration. The approach is being developed collaboratively across member organisations, beginning with a bespoke workshop <u>delivered by trauma informed experts from Anglesey Council and their partners in Trauma Informed Wales</u>. This was followed by a shared baseline questionnaire to assess current understanding and practice. Insights from this exercise will inform a co-produced work plan, to be presented later this year, ensuring that future actions are shaped by collective evidence and lived experience. This initiative demonstrates how wellbeing planning can drive cultural and systemic change, fostering environments that are responsive to trauma and adversity. It also exemplifies the Act's emphasis on partnership, with public bodies working together to build resilience and improve outcomes for communities across Gwynedd and Anglesey.</i></p>	

4.2 Children's Rights:

The Future Generations Commissioner and the Children's Commissioner have stated that PSB's play a vital role in embedding children's rights across Wales. The Gwynedd and Anglesey PSB has a specific aim in the current Wellbeing Plan in relation to children's rights. The Children's Commissioner, in collaboration with Welsh Government have offered to trial delivering specific sessions to PSB members on the Children's Rights Framework, to include:

A Children's Rights Approach that means:

- Organisations will prioritise children's rights in their work with children and families to improve children's lives
- All children are given the opportunities to make the most of their talents and potential
- All children are given access to information and resources to enable them to take full advantage of their rights
- Children are provided meaningful opportunities to influence decisions about their lives
- Authorities and individuals are accountable to children for decisions, and for outcomes that affect children's lives

The Children's Rights Masterclass session will be held at Neuadd Reichel, Bangor University on 16th March for PSB members across north Wales. The Support Team is working closely with Cyngor Gwynedd to ensure that there's an alignment between this session and the session that is to be held within Cyngor Gwynedd on 2nd February.

The Right Way-A Children's Rights Approach: <https://www.childcomwales.org.uk/the-right-way>

Form of Delivery:	Pilot new sessions in collaboration with the Children's Commissioner and Welsh Government
Collaborate with:	The Children's Commissioner for Wales and Welsh Government. PSB Organisations across north Wales
Funding	Funded by the Children's Commissioner for Wales
Timetable	Delivery by May 2026

Outcomes:	<ul style="list-style-type: none"> • Further understand how the approach can be used through education, through social care and how it's used in Wales as a framework when working with children. • Deepen understanding of the United Nations Convention on the Rights of the Child and children's rights in Wales. • Explore statutory duties and principles of a rights-based approach. • Enable PSBs to self-assess current practice against the five principles (Embedding, Discrimination, Empowering, Participation, Accountability). • Agree on key actions and next steps for embedding children's rights.
Next steps:	<ul style="list-style-type: none"> • Confirm brief and outcomes • Arrange and hold in-person workshops – to be delivered in Gwynedd and Anglesey, open to the public sector across the region • Agree the actions and identify opportunities to work together following the workshops
How we will measure progress:	<ul style="list-style-type: none"> • All PSB members will be knowledgeable about children's rights ensuring that the Boards respond proactively in the Wellbeing Plans. • We will know this by monitoring members who have attended the training.
Welsh Language Action:	<i>All provision will be bilingual</i>
Significant national development: This is a unique opportunity for Gwynedd and Anglesey PSB to lead the way in north Wales to collaborate with the Children's Commissioner to deliver this workshop. It is timely because it follows a series of meetings that the Children's Commissioner has held with each local authority in Wales.	

5. Mitigating Poverty objective:

Purpose: To understand what poverty really looks like in the communities of Anglesey and Gwynedd We are working with the PSB member organisations who are in the field of poverty in Anglesey and Gwynedd to ensure that public services in the area have a shared understanding of poverty and to help organisations think more strategically about their role when providing solutions.	
Form of Delivery:	Sharing of poverty data dashboards from the wellbeing assessments. Workshops for Board Members and officers working in the poverty fields in their organisations
Collaborate with:	Isle of Anglesey County Council, Cyngor Gwynedd, Citizen's Advice Bureau, ADRA, Medrwn Môn, Mantell Gwynedd
Funding	No additional funding beyond current member budgets
Timetable	Slipped to Summer 2026
Outcomes:	<ul style="list-style-type: none"> • Up to date information and access to local data dashboards by partners • By the end of the session participants will have: <ul style="list-style-type: none"> ○ A deeper understanding of which of their services users live in poverty and the implications of this for management and operational decisions for the services provided by them. ○ The skills to undertake their own analysis of which of their service users live in poverty. • Have developed ideas about the best way of managing their services in a way which provides answers to poverty in Gwynedd and Anglesey.
Next steps:	<ul style="list-style-type: none"> • Confirm brief and required outcomes • Arrange and hold Workshops • Agree the actions and identify opportunities to work together following the Workshops
How we will measure progress:	<ul style="list-style-type: none"> • Board Members and officers will understand the impact of poverty on residents and communities.

	<ul style="list-style-type: none"> Board members and officers will plan based on evidence and research, to make informed decisions and ensure services are proactive to save and mitigate the impact of poverty.
Welsh Language Action:	<i>To be agreed</i>
Implement the Healthy Weight Approach	<i>To be agreed</i>

End